NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D.C. 20036 • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

Thank you for your interest in the study being conducted by the NAIRO Academic Affairs Committee.

We were pleased to receive your pledge of cooperation.....

Date 1/27/69

Dear Lloyd:

✓ Yes, I will participate in the program of the NAIRO Academic Affairs Committee by completing the questionnaire. Please send the questionnaire immediately.

_____ No, I will not participate.

Name Paul Anthony
Agency Southern Reg. Council
Address 5 Forsyth Street, NW
City Atlanta State Ga.
Zip Code 30303

Please complete the questionnaire and return it in the envelope provided to Mr. Jack D. Middleton, Southwest Center for Human Relations Studies, University of Oklahoma, Norman, Oklahoma 73069.

Thanks again.

Lloyd

Lloyd Davis, President

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

IMPORTANT MEMORANDUM

NAIRO Academic Affairs Committee

Date: 5/9/69

Subject: REPLIES TO QUESTIONNAIRES ARE URGENTLY NEEDED.

We have an excellent lead for obtaining funds for our professional training project, but it would be self defeating to apply until we can make a better show of the interest and cooperation of NAIRO practitioners.

Less than half of those selected to participate by responding to the questionnaires have replied. This is not adequate for a truly professional study. We do apologize for the length of the questionnaire - if we must.

It will be impossible to start on Phase II, a pilot study, until we have a substantial base of practical experience to make the academic programs relevant. You are very special in this effort. Please let us hear from you immediately.

PLEASE PLEASE PLEASE PLEASE PLEASE

Sincerely,

Mansir Tydings

J. Mansir Tydings, Chairman
NAIRO Academic Affairs Committee

JMT/prh

MEMORANDUM February 25, 1969

To: NAIRO Committee on Policy Procedures

From: Paul Anthony
Executive Director, SRC

Enclosed is the statement which Harold Fleming promised to prepare for us. I think he has done an excellent job, and given us a valuable document with which to work. We should consider changing it, at least slightly I believe, keeping in mind the sensitivity of several groups and individuals and the ever-present opportunity for one's motives to be misunderstood.

Before we ended our Atlanta meeting Galen Martin handed me the following statement, which I think might very well be the summary of our purposes or it could be the introduction to any statement and/or recommendations we might make:

> "What methods can be utilized to provide maximum participation by the membership in determining the policies of the association as provided in Article III, Section 2, of the By-Laws?"

I hope you will share your comments with me as soon as possible, and that you will share them with the other members of this committee at the same time.

-o-

cc: Members of the Committee:

Mrs. Jean Pavela, Executive Director
Kansas City Commission on Human Relations
City Hall, Kansas City, Kansas 66101

Mr. Edward Howden, Area Coordinator
Western Regional Office
U. S. Department of Justice

Box 36123, Federal Building
450 Golden Gate Avenue
San Francisco, California 94102

Mr. Galen Martin, Executive Director
Kentucky Commission on Human Relations
172 Capitol Annex
Frankfort, Kentucky 40601

Mr. Alvin E. Wesley, Deputy Director
Urban League of St. Louis
4401 Fair Avenue
St. Louis, Missouri 63115

Central issue

What methods can be utilized to provide maximum participation by the membership in determining the policies of the association as provided in article III, sec 2. of the by-laws?

I still love
you - hope
it's reciprocal

[redacted]C COMMITTEE ON POLICY PROCEDURES

CHAIRMAN

PAUL ANTHONY, EX. DIR.
SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH ST., N.W.
ATLANTA, GA. 30303
(404-JA 2-8764)

MRS. JEAN PAVELA, EX. DIR.
KANSAS CITY COMMIS. ON HUMAN RELATIONS
CITY HALL, KANSAS CITY, KANSAS 66101
(913-DR 1-3300 x 268 OR 269)

EDWARD HOWDEN, AREA COORDINATOR
WESTERN REG. OFFICE
U.S. DEPT. OF JUSTICE
BOX 36123, FEDERAL BLDG.
450 GOLDEN GATE AVE.
SAN FRANCISCO, CALIF. 94102
(415-556-2485)

GALEN A. MARTIN, EX. DIR.
KENTUCKY COMMIS. ON HUMAN RIGHTS
172 CAPITOL ANNEX
FRANKFORT, KY. 40601
(502-564-3550)

ALVIN E. WESLEY, DEP. DIR.
URBAN LEAGUE OF ST. LOUIS
4401 FAIR AVE.
ST. LOUIS, MO. 63115
(314-389-0040)

FEBRUARY 1969

THE POTOMAC INSTITUTE, INC.
1501 Eighteenth Street, N.W. • Washington, D.C. 20036 • 332-5566

February 18, 1969

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Paul:

Here are my views, as promised, on the Great Revolt within NAIRO. I am sending this only to you and Fred. If you want to send it to the other committee members, of course feel free. (Of course, Galen won't like it.)

Best,

Harold

Harold C. Fleming
President

HCF:EMA

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THE POTOMAC INSTITUTE, INC.
1501 Eighteenth Street, N.W. • Washington, D.C. 20036 • 332-5566

February 18, 1969

MEMORANDUM

To: Paul Anthony, chairman of NAIRO's special committee on annual conference procedures.

From: Harold C. Fleming

The Problem: Two kinds of complaints have been registered concerning NAIRO's policy-making procedures. The first, of longstanding, is that NAIRO is run by an "establishment" of old-timers who determine all significant actions of the board and the annual conference. The other, of more recent vintage, is that an organized and dissident minority -- a tiny fraction of the total membership -- can and has used the annual conference to initiate actions out of keeping with NAIRO's purposes and unrepresentative of the general membership. Basically, these add up to the same complaint -- that NAIRO's decision-making procedures are not responsive enough to the wishes of the membership as a whole.

One need not subscribe to charges of conspiracy or evil motives to conclude that there is merit to the criticism, whether it comes from left or right. As in most membership organizations, the main work is done and decisions made by a relatively small percentage of the membership, simply because most members are too busy or too apathetic to play an active role. "Let George do it" is the name of the game -- until some element in the organization gets upset about what "George" is doing or not doing.

The question, then, is not so much whether a relatively few people are exerting a disproportionate amount of leadership in NAIRO, but whether the general membership has full opportunity to serve as the court of last resort -- to originate, ratify, or reject internal policies and public positions.

Existing Structure and Procedures. In most respects, NAIRO's bylaws safeguard the ultimate sovereignty of the membership. The Nominating Committee is composed predominantly of chapter chairmen, who are elected by their respective memberships. The bylaws empower the board to authorize election of directors and officers by mail ballot -- and that is the practice that is followed. Notice of meetings, procedures for bylaw changes, and the like, are also protected against abuse.

In one major respect, however, the bylaws do not safeguard the principle of majority rule. Under the bylaws, annual and special membership meetings have almost unlimited power to

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ELEANOR M. AMBROSE, Administrative Assistant

act for the organization. Superficially this appears to be the most "democratic" of arrangements. In actual fact, this arrangement can lead to quite undemocratic results, for the following reasons:

1. It is a well-demonstrated fact that only a small percentage of the members attend any given annual meeting.

2. Worse, this limited attendance is not representative (at least geographically), because it is heavily weighted by members from the locality where the meeting is held.

3. Still worse, the bylaws provide that the board of directors may designate "any place" as the site of an annual or special meeting -- a power that offers much potential for manipulation if anyone wished to use it.

4. For the benefit of those who feel that the present arrangement is favorable to "anti-establishment" elements, it may be well to note that those who can most easily attend annual meetings, wherever they are held, are the senior professionals who are popularly supposed to make up the "establishment."

5. In any case, it is possible for an unrepresentative minority (old turks, young turks, non-turks, or whoever) to organize in advance and "stack" any given annual meeting.

Conclusions: Three alternatives present themselves:

1. Maintain the status quo. Despite the problems of the annual meeting, as discussed above, many organizations make do with this arrangement. But these are times of very serious ideological and emotional divisions in NAIRO's field of concern. We should ask ourselves very seriously whether we want to maintain a procedure that is basically unrepresentative, that invites factionalism within NAIRO, and that runs the risk of alienating a substantial part of the membership. (See communications in the wake of Philadelphia.)

2. Tighten up resolutions procedures. Many organizations have avoided grassroots or factional "revolts" by tight controls on resolutions. Typically, a resolutions committee receives all resolutions in advance and screens them according to "relevancy" and other criteria before they are presented to the conference. If resolutions from the floor are permitted at all, they usually must be backed by a petition of a prescribed number of members or they require a large percentage of votes to pass (e.g., two-thirds, three-fourths). This seems to me an undemocratic form of control that would be deeply resented by much of our membership.

a majority of those responding within 30 days.

3. Modify the bylaws to make it mandatory that all elections and policy positions be ratified by mail ballot of the entire membership. To safeguard against an unrepresentatively small response, a provision could be added that no action shall be official unless ballots are returned by at least fifty per cent of the membership; then a simple majority of those voting shall prevail. This alternative is by far the most democratic. The problem with it is that members, confronted with a wild array of resolutions that they have had no opportunity to discuss or consider in depth, often feel unequipped or unwilling to vote. To meet this problem, it would be possible to have the board (as the elected representatives of the membership) review all resolutions, vote on them, and communicate with each one the resulting board recommendations.

members at meetings

It will be argued that this procedure is cumbersome and time-consuming, and so it is. But there is no quick and easy way to assure that NAIRO's actions are fully thought through and are not at variance with majority sentiment. And, since it is not NAIRO's main purpose to take public positions on all the issues of the day, there is much to be said for making the process a deliberate and thoughtful one. The main thing is not to be beguiled by specious arguments that "democracy" is synonymous with unbridled individualism and anarchy, which is the danger at the moment.

HCF:EMA

cc: Fred Routh

CITY OF KANSAS CITY, KANSAS

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HUMAN RELATIONS COMMISSION
Room 105 — City Hall

March 10, 1969

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

In response to your letter sent to members of the NAIRO Committee on Policy Procedures, I think the statement of Harold Fleming is very well done. I agree that Galen Martin's statement would be an excellent introduction to any recommendations our committee might make.

In regard to Harold Fleming's memorandum, I would suggest that in the first paragraph the two sentences regarding the establishment and the organized and dissident minority be softened so that the polarization is not played up so much. It could be soft-pedaled by a comment to the effect that there are some members of the organization who feel that the policy-making procedures do not at present allow the representative voice of the general membership.

His section on existing structures and procedures is well done, and I have no particular suggestions for change there. On the conclusion section, I feel that our committee could stay within the framework of Harold's three points; yet it should perhaps come up with a definitive recommendation rather than pointing toward one conclusion which we hope the reader will arrive at on his own. It seems to me that this can be done by outlining the three alternatives (maintaining the status quo, tightening up the resolution procedures, and modifying the by-laws) and then presenting a specific recommendation on the most effective of the alternatives.

In the third alternative on modifying the by-laws, my own reaction would be against the provision requiring a return of at least 50% of the membership ballots. A smaller response might be unrepresentative; but it, nevertheless, would be representative of the really interested NAIRO members who take the time to fill out their ballot and send it in. I would want to strengthen the recommendation that the board then, after such a mail ballot, have the authority to review all resolutions or actions approved by the membership to determine whether they are pertinent to and in line with NAIRO's overall purposes.

I will be interested in hearing the responses from other members of the committee. If there is a need to discuss this statement with members of the policy procedures committee by phone in the near future, I can be reached at my home phone during the week of March 16-22 (913-321-4673). Otherwise I will be at my office (913-371-3300, Ext. 268-269).

Yours truly,

Jean Pavela

Mrs. Todd H. Pavela,
Executive Director

JP:ras
cc: Mr. Edward Howden
Mr. Galen Martin
Mr. Alvin E. Wesley
Mr. Frederick B. Routh

$2.50 & order blank
Mailed 3-12-69 mj

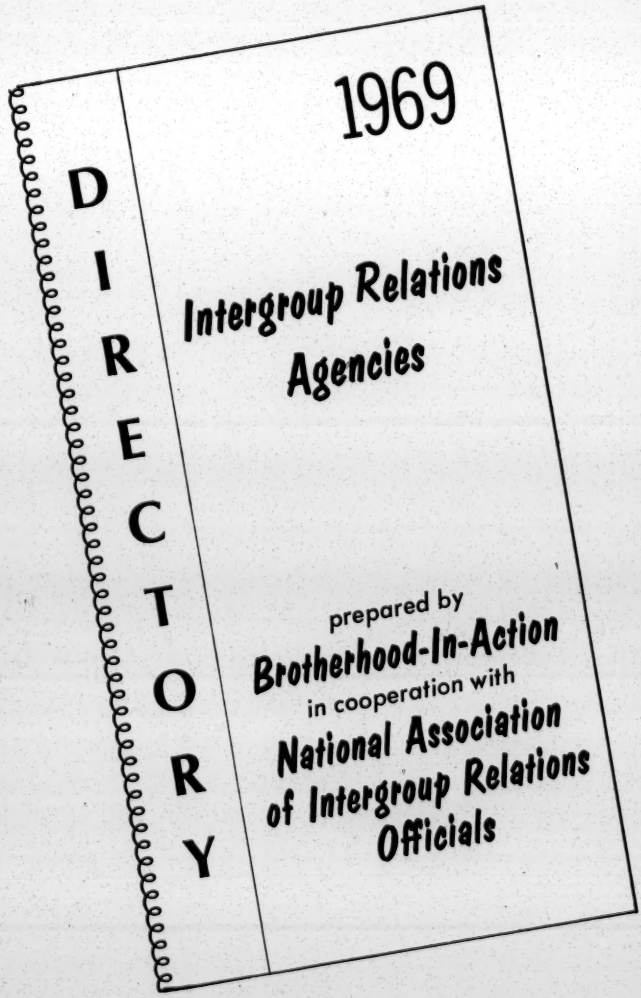
The National Association of
Intergroup Relations Officials (NAIRO)
announces the publication by
Brotherhood-In-Action
of a new

Directory
OF
Intergroup Relations Agencies

THIS DIRECTORY CONTAINS THE NAMES, ADDRESSES AND PROGRAM GOALS OF PRIVATE, FEDERAL, STATE, COUNTY AND MUNICIPAL INTERGROUP RELATIONS AGENCIES IN THE UNITED STATES AND CANADA. IT ALSO COVERS THE SOCIAL ACTION AGENCIES OF RELIGIOUS ORGANIZATIONS AND UNIVERSITY HUMAN RELATIONS CENTERS.

Not since 1959 has all this information been available in one publication. This Directory was developed for NAIRO by BROTHERHOOD-IN-ACTION, in cooperation with the Council on Social Work Education.

Announcing



"a prime tool for . . . raising the perception and practice in the field of intergroup relations . . ."

—Frederick B. Routh
Executive Director, NAIRO

March 13, 1969

Mr. Lloyd Davis
c/o N. A. E. R. O.
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Lloyd:

While I readily agreed to participate in the program of the Academic Affairs Committee, I really don't feel competent to respond to the questionnaire which has been sent to me. I feel certain that others who have agreed to cooperate will not be in this position, and my response might tend only to confuse the issue.

I hope you understand.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
cc: Frederick B. Routh

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

Mailed 4-10-69

NOTICE

The NAIRO Board of Directors , at the February 1969 Meeting in Atlanta, established a new sliding-scale schedule of dues. The new schedule is:

(a) If annual salary is $13,000 or above -- $25
(b) If annual salary is less than $13,000 but not less than $7,500 -- $20
(c) If annual salary is less than $7,500 -- $10
(d) Student Membership -- $6
(e) Sponsor -- $50
(f) Life Membership -- $400

We, at the NAIRO Office, do not know your salary range; the enclosed bill, therefore, does not show a specific amount due. We ask your cooperation in filling in the proper amount and similarly in making out your check.

THANK YOU

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

2027 MASSACHUSETTS AVE., N.W.
WASHINGTON, D.C. 20036

To: Mr. Paul Anthony, Exec. Dir.
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia

Please return above portion of bill with payment to insure proper credit. Show any change of address.

For

NAIRO Membership for year ending January, 1970 $

See Reverse

Subscription(s) to Journal of Intergroup Relations
($6.00 per year) $

Total Amount Due: $
See Reverse

Make checks payable to: NAIRO

Dues to professional organizations are deductible for Federal Income Tax purposes.

REPLY TO:
Jack D. Middleton
Human Relations Center
University of Oklahoma
1700 Asp Avenue
Norman, Oklahoma 73069

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

May 12, 1969

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta, Ga. 30303

Dear Paul:

This letter is sent to you not only as an individual member or friend of the National Association of Intergroup Relations Officials (NAIRO) but also as one who is employed by one of our foremost agencies or organizations in the field of intergroup relations.

Once again, as an individual but with the support of my agency, I have undertaken the responsibility of publishing a national NAIRO Membership Directory. This was done once before in 1967 and a copy of the front cover of that directory is enclosed to refresh your memory.

The publication of the 1969-70 NAIRO Membership Directory is currently under way and I am attempting to sell the back cover. It occurred to me that your organization or agency might be willing to support us in this venture by purchasing the back cover. The Membership Directory will go to each of the 1800 Members of NAIRO and your organization might have some need to advertise to these NAIRO members (either as a complimentary ad, an ad listing publications, services, etc.) Cost for the back cover is $200.

We are using top quality offset and our publication will be a first class printing job.

Please let me know if your agency or organization has an interest in this type of advertising and a willingness to help with this important NAIRO project.

Yours sincerely,

Jack D. Middleton

JACK D. MIDDLETON
Vice President, NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

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NAIRO Directory

67

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FREDERICK B. ROUTH, Executive Director

file

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27402
P.O.Box 1465

May 18, 1969

Dr. Paul Anthony, Exec. Dir.
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Dr. Anthony:

I am grateful to you for the reports on Negro elected officials, and their southwide conference in Atlanta, December 11-14, 1968.

They tell a powerful story.

It is probable that you have received a report on progress made in North Carolina since your report was published. The election of Mayor Howard lee in Chapel Hill was sensational.

I hope you will find it possible to visit us in North Carolina .

With all good wishes, and

Sincerely,

Harold L. Trigg

SPEED MESSAGE

TO Paul Anthony, Executive Director
Southern Regional Council, Inc.

FROM Alvin E. Wesley, Deputy Director
Urban League of St. Louis, Inc.

file

SUBJECT February 25, 1969 Memorandum

—FOLD

DATE May 13, 1969

Paul, believe it or not, this memorandum was written on February 25, and I have been carrying it around in my attache case since that time. Please accept my apology. These are my comments.

SIGNED Alvin E. Wesley

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_M_E_M_O_R_A_N_D_U_M_

TO: Paul Anthony, Chairman, Committee on Policy Procedures

FROM: Alvin E. Wesley, Member, NAIRO Committee on Policy Procedures

SUBJECT: February 25, 1969 Memorandum

DATE: February 25, 1969

I have attempted to read with care your memorandum of February 25, 1969, as well as the statements of Harold Fleming and Galen Martin. In addition, Jean Pavela's response has been read with equal care. As a result, I am in complete agreement with you in the beliefs that Harold Fleming has "given us a valuable document with which to work," and that Galen Martin's written suggestion could be "the summary of our purposes" or "introduction to any statement and/or recommendations we might make."

The following are my comments regarding both statements. However, I will deal with the statements individually, and at the same time keep in mind Jean's commentary on the subject.

In regard to Galen Martin's statement, I would recommend that it be the nucleus of a summary of the Committee's charge, and that the summary precede or introduce any discussion of alternative methods that "can be utilized to provide maximum participation by the membership" in determining policy.

I have purposely used the term "nucleus" because I left Atlanta with the distinct impression that the Committee was to prepare an objective list of alternatives and that the decision as to which alternative is most palatable would be left solely to the discretion of the membership. I am not suggesting that Galen's statement suggests non-objectivity; rather, I firmly believe that this aspect of our commitment should be explicated and not implied.

Secondly, Ed Howden's insistence on making the distinction that the Annual Meeting is a "conference" and not a "convention" is an important one. The fact that each year NAIRO hold's a conference limits the number of alternatives, most of which are in the Fleming statement, that the membership can consider. In other words, it is my

opinion that the introductory statement should include some comment on this matter. If not, I am fearful that Chapters and individual members may come up with additional alternatives to change the basic structure of NAIRO, which is not our Committee's charge.

Lastly, it is my firm belief that the Committee show no preference for any one alternative. If the Board wishes to do so, that's a different matter. This is in keeping with my position that the Committee must remain strictly objective.

Harold Fleming's statement, I believe, outlines the alternatives quite well. However, I do have some concerns with the opening paragraph and with the presentation of alternatives.

My first concern is that if the Committee is going to enclose the term "establishment" in quotation marks, then the phrase "an organized and dissident minority -- a tiny fraction of the membership" should also be enclosed in quotation marks. This may be a minor point, but I maintain to leave the first paragraph as is, suggests that the remarks regarding the "establishment" are the complaints of persons other than the Committee, and that the comments regarding the "dissident minority" will be interpreted as those of the Committee. Either we enclose both phrases in quotations or write both without quotation marks.

My feelings regarding the sections on "existing structures and procedures" and "conclusions" are the same as Jean Pavela's.

AEW:et

cc: Lloyd Davis
Fred Routh
Jean Pavela
Edward Howden
Galen Martin

May 21, 1969

Mr. Lloyd Davis
President, NAIRO
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Lloyd:

As promised last Saturday, enclosed is our report to you. Needless to say, I hope you will feel free to make any revisions you feel necessary.

You will be hearing from me further about the program for the Annual Meeting shortly.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Enclosure
cc: Mr. Frederick B. Routh

A Report to the President of NAIRO from the Committee on Policy Procedures

The Purpose. -- To answer the question: "What methods can be utilized to provide maximum participation by the membership in determining the policies of the association as provided in Article III, Section 2, of the By-Laws?"

The Problem. -- Two kinds of complaints have been registered concerning NAIRO's policy-making procedures. The first, of longstanding, is that NAIRO is run by an "establishment" of old-timers who determine all significant actions of the board and the annual conference. The other, of more recent vintage, is that an organized and dissident minority -- a tiny fraction of the total membership -- can and has used the annual conference to initiate actions out of keeping with NAIRO's purposes and unrepresentative of the general membership. Basically, these add up to the same complaint -- that NAIRO's decision-making procedures are not responsive enough to the wishes of the membership as a whole.

One need not subscribe to charges of conspiracy or evil motives to conclude that there is merit to the criticism, whether it comes from left or right. As in most membership organizations, the main work is done and decisions made by a relatively small percentage of the membership, simply because most members are too busy or too apathetic to play an active role. "Let George do it" is the name of the game -- until some element in the organization gets upset about what "George" is doing or not doing.

The question, then, is not so much whether a relatively few people are exerting a disproportionate amount of leadership in NAIRO, but whether the general membership has full opportunity to serve as the court of last resort -- to originate, ratify, or reject internal policies and public positions.

<u>Existing Structure and Procedures</u>. -- In most respects, NAIRO's bylaws safeguard the ultimate sovereignty of the membership. The Nominating Committee is composed predominantly of chapter chairmen, who are elected by their respective memberships. The bylaws empower the board to authorize election of directors and officers by mail ballot -- and that is the practice that is followed. Notice of meetings, procedures for bylaw changes, and the like, are also protected against abuse.

In one major respect, however, the bylaws do not safeguard the principle of majority rule. Under the bylaws, annual and special membership meetings have almost unlimited power to act for the organization. Superficially this appears to be the most "democratic" of arrangements. In actual fact, this arrangement can lead to quite undemocratic results, for the following reasons:

(1) It is a well-demonstrated fact that only a small percentage of the members attend any given annual meeting.

(2) Worse, this limited attendance is not representative (at least geographically),
b because it is heavily weighted by members from the locality where the meeting is held.

(3) Still worse, the bylaws provide that the board of directors may designate "any place" as the site of an annual or special meeting -- a power that offers much potential for manipulation if anyone wished to use it.

(4) For the benefit of those who feel that the present arrangement is favorable to "anti-establishment" elements, it may be well to note that those who can most easily attend annual meetings, wherever they are

held, are the senior professionals who are popularly supposed to make up the "establishment."

(5) In any case, it is possible for an unrepresentative minority (old turks, young turks, non-turks, or whoever) to organize in advance and "stack" any given annual meeting.

Conclusions. -- Three alternatives present themselves:

(1) Maintain the status quo. Despite the problems of the annual meeting, as discussed above, many organizations make do with this arrangement. But these are times of very serious ideological and emotional divisions in NAIRO's field of concern. We should ask ourselves very seriously whether we want to maintain a procedure that is basically unrepresentative, that invites factionalism within NAIRO, and that runs the risk of alienating a substantial part of the membership. (See communications in the wake of Philadelphia.)

(2) Tighten up resolutions procedures. Many organizations have avoided grassroots or factional "revolts" by tight controls on resolutions. Typically, a resolutions committee receives all resolutions in advance and screens them according to "relevancy" and other criteria before they presented to the conference. If resolutions from the floor are permitted at all, they usually must be backed by a petition of a prescribed number of members or they require a large percentage of votes to pass (e.g., two-thirds, three-fourths). This seems to me an undemocratic form of control that would be deeply resented by much of our membership.

(3) Modify the bylaws to make it mandatory that all elections and policy positions be ratified by mail ballot of the entire membership. We recommend this last procedure with the provision that all resolutions introduced be discussed from the floor and voted on by the members in attendance at the annual meeting. The results of this vote would not be binding, but would be reported to all the members when the resolutions are mailed out with the mail ballot. This would give those members who were unable to attend the meeting an opportunity to know the thinking of the majority of those who did attend. So, too, before resolutions were mailed to the membership, they would be considered by the board and voted on. This vote would also not be binding, but would give the members an opportunity to know the thinking of the Board.

It will be argued that this procedure is cumbersome and time-consuming, and so it is. But there is no quick and easy way to assure that NAIRO's actions are fully thought through and are not at variance with majority sentiment. And, since it is not NAIRO's main purpose to take public positions on all the issues of the day, there is much to be said for making the process a deliberate and thoughtful one.

-o-

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
LLOYD DAVIS, PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

Recd 6/4/69. mj

May 29, 1969

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul,

Sincere thanks and appreciation for all the work you have recently undertaken for NAIRO (really grateful). As for the conference in Rochester - lets make it a "shirt-sleeve working confab" with much opportunity to wrap up our "critical year of self-examination" for NAIRO. This means hearing from our Committee of 18, our National Commission, Board By-Law and Procedural recommendations and Task Forces. This will make for anything but a traditional national NAIRO Conference and members of the Board on Saturday questioned if your emphasis on Economic Development and Political Participation with speakers, etc., will be consistent with this thrust.

All for now - again, thanks good friend!

With warm regards,

Lloyd Davis

LD/gab
Enclosure
CC: Mr. Fred Routh

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10:30 a. m.

Reviewing Stand: Calvert Educational Center

Parade Route:

Move out from Guilford and 25th Street onto 25th
East on 25th Street to Bonaparte
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BANDS - FLOATS - JAZZ MUSIC - ENTERTAINERS - SPORTS PERSONALITIES MARCHERS

IN THE AFTERNOON: 2 p.m. KIRK FIELD

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Some of nation's top corps competing for
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donation: Adults $1 Children under 12 $.50
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2133 MARYLAND AVENUE
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PHONE 752-5753

file

June 2, 1969

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, NW
Atlanta, Georgia 30303

Dear Paul:

I have received your communication of May 31 and your excellent report. I am most grateful for this effort on your part and will have Fred give this wide membership distribution for meaningful discussion and feed-back and also have him talk with Mark about a specific amendment to our national by-laws.

Again, thanks good friend!

With warm regards,

Lloyd Davis
Project Manager

rmh

cc: Dr. Frederick B. Routh

file: Nairo

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
LLOYD DAVIS, PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

F. B. Routh
Joe Howes

30 June 69

Mr. Paul Anthony, Exec. Dir.
Southern Regional Council
5 Forsyth Street, NW
Atlanta, Georgia
30303

Dear Paul:

Greetings, good friend, from the Capital City on the Potomac where we are having highs at the 100° mark ! Woweee, it's somethnin !

As I mentioned to you, Ramsey Clark spoke today at the National Civil Liberties Clearing House; he did right well, as you would expect. The most frightening thing he said was that some legislation dealing with foundations would obviously be passed; he did add that the language used by IRS and the House Ways and Means Committee was not "legislative language" and would be modified; he urged all groups to stay in close touch on this matter and to make their positions known lest we lose by default.

One other thing he said that should gladden your heart was,

> "I see Wiley Branton is here. If the proposed legislation is passed the Voter Education Project would be killed. The VEP had greater impact than the '65 Voting Rights Act itself. Without it, the Voting Rights Act would have failed; the mere naked right to vote is far from adequate. There is a very real question if government may work at voter registration or education; VEP can and did a great job."

Not bad praise from the former Attorney General of the United States.

Mary Alice Baldinger said that she had also written you about coming up for Clark's talk; she asked me to say that she, too, was sorry you couldn't make it.

When I called t'other day, Mildred said you were at the doctor's taking some tests ? What's up ?

Warmest and best. As ever, Fred

This document Mailed to the
Attached list of Persons 1-23-69
Prior to their (NAiRO) Exec Meeting on Jan. 31, 1969

The Role of the Private Agency

There are a multiplicity of private agencies, local, regional, and national, concerned with some facet of intergroup relations and most of them are growing substantially. So, too, new agencies -- particularly on the local level -- are being created at an unprecedented rate. The resources which these agencies represent should be of particular concern to those interested in social reform.

This is particularly true since it is generally assumed that, whatever the response to social ills from the public sector, there will not be adequate resources and programs from that sector to meet the needs of the country. To the extent that this assumption is correct the recognition of the private agency, its contribution and its potential, becomes all the more important.

Considerable and appropriate consideration is now being given to the skills and resources which can be brought to bear on social issues from the business sector. Further, President Nixon has called on all citizens and groups to join the Administration's efforts to eradicate need and prejudice in the country. In this situation, the existence and role of the private agency looms much larger than many are aware.

There are a number of ways in which the private agency can contribute. In considering these, two things should be kept in mind. The private agency by the nature of its structure and support is generally free of many of the pressures which exist with the public agency. And, the private agency more often than not is tax-exempt and thereby removed from the immediate area of politics and partisanship which to some degree are inevitable parts of the public agency.

The most conspicuous, and important, resources of the private agency are the funds and talent which they command. These funds, to be sure, are small compared to those for the public agency. Nevertheless, they are significant particularly in a time when all resources are limited and inadequate. The talent is an even greater resource. The field of intergroup relations is a relatively new one and it is from the private agency that this field has been developed and these skills have been learned; more often than not by trial and error.

The public agency which has a program with which it is less than satisfied, or the public agency which is developing a new program, would be in error not to determine the private skills available for consultation and to utilize

those skills to the fullest possible extent. So, too, within this public-private relationship, review and critique of public agencies and programs from the private intergroup relations sector should be not only tolerated but welcomed. We have seen a number of instances when public programs have been greatly strengthened by this process.

Frequently, over a period of years, the private agencies have developed programs and experience in "pioneer" areas which are later adopted by public agencies. Pre-school training and minority entrepreneurship represent examples, and the range, of these private agency explorations. As existing public programs are examined and new ones are developed, every effort should be made to assess the experiences and results of these private explorations.

Finally, private agencies can, in many instances, play a unique role in determining the nature and extent of our social and economic problems and of informing the public of the need to respond with urgency to these ills. No public program, no matter how soundly conceived, will, over the long run, be adequately funded or have an opportunity for success if the general public does not understand the need for such a program. Public agencies should give

high priority to forming partnerships with private agencies toward the end of determining the nature and extent of problems, and their solutions. And, within this partnership, private agencies should give the highest priority to informing the public of the particulars of our current national crisis.

Paul Anthony
Southern Regional Council

1-23-69

30c

NAIRO COMMITTEE MEMBERS

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   Project Manager of Public Programs
   Department of Transportation
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   Donohoe Building
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   Washington, D. C. 20590

10. Mr. Galen Martin
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~~Kentucky~~ Commission on Human Rights
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11. Mr. James Clay
Principal
Experimental School
Northeastern University
40 Leon Street
Boston, Massachusetts 02115

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Executive Director
Illinois FEP Commission
160 N. LaSalle
Chicago, Illinois 60601

13. Mr. Alfred Cowles
Press Secretary
Senator Charles Goodell
New Senate Office Building
Washington, D. C.

14. Mrs. Glenda Sloane
Washington Representative
N. C. D. H. (Nat'l Coal Against Discrimination in Housing)
1819 "H" Street, N. W.
Washington, D. C. 20006

15. Mr. Burton I. Gordin
Executive Director
Michigan Commission on Civil Rights
Cadillac Square Building
Detroit, Michigan 48226

The Role of the Private Agency 30

There are a multiplicity of private agencies, local, regional, and national concerned with some facet of intergroup relations. And most of them are growing substantially. So, too, new agencies - particularly on the local level - are being created at an unprecedented rate. ~~These facts and~~ The resources which these agencies represent should be of particular concern to those interested in social reform, ~~and change~~.

This is particularly true since it is generally assumed that, whatever the response to social ~~needs~~ ills from the public sector, there will not be adequate resources and programs from that sector to meet the needs of the country. To the extent that this assumption is correct the recognition of the private agency, its contribution and its potential, becomes all the more important.

Considerable and appropriate consideration is now being given to the skills and resources which can be brought to bear on social issues from the business sector. Further, President Nixon has called on all citizens and groups to join the administration's efforts to eradicate need and prejudice in the country. In this situation, the existence and role of the private agency looms much larger than many are aware.

There are a number of ~~contributions which~~ ways in which the private agency can contribute.

In considering these, two things should be kept in mind. The private agency by the nature of its structure and support is generally free of many of the pressures which exist with the public agency. And, the private agency more often than not, is tax-exempt and thereby removed from the immediate area of politics and partisanship which to some degree are inevitable parts of the public agency.

The most conspicuous, and important, resources of the private agency are the funds and talent which they command. These funds, to be sure, are small compared to those for the public agency. Nevertheless, they are significant, particularly in a time when all resources are limited and inadequate. The talent is an even greater resource. The field of intergroup relations is a relatively new one and it is from the private agency that this field has been developed and these skills have been learned, more often than not by trial and error.

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welcomed. We have seen a number of instances when public programs have been greatly strengthened by this process .

While all do not, a number of private agencies accept public funds. Where this is the case, public agencies should look first to this group

Frequently, over a period of years, the private agencies have developed programs and experience in "pioneer" areas which are later adopted by public agencies. Pre-school training and minority enterprenurship represent examples, and the range, of these private agency explorations. As existing public programs are examined and new ones are developed, every effort should be made to assess the experiences and esults of these private explorations.

Finally, private agencies can, in many instances, play a unique role in determining the nature and extent of our social and economic problems and of informing the public of the need to respond with urgency to these ills. No public program, no matter how soundly conceived, will, over the long run, be adequately funded or have an opportunity for success if the general public does not understand the need for such a program. Public agencies should give high priority to forming partnerships with private agencies toward the end of determining the nature and extent of problems, and their solutions. And, within this partnership, private agencies should give the highest priority to informing the public of the particulars of our current national crisis.

Paul Anthony Sallhen R.C.

1-23-69

July 8, 1969

TO: Paul Anthony
FROM: John Morris
RE: NAIRO

(With apologies to the lousy VEP typewriter which was to have gone to the repairman, but given to me after someone swiped mine!)

1. Attached is a revised outline of the time blocks we discussed with Fred. O.K. by me, though I'm still of the opinion that it could be a day shorter.

2. Some topics under economic development:

   a. Hard-Core Employments Efforts: A Critical Appraisal
   b. The Future of Black Capitalism
   c. Black Entrepreneurship & The Ghetto: An Analysis
   d.
   e.

3. Some topics under political development:

   a. Toward Fragmentation or Cohesion: The Role of the Intergroup Professional
   b. Gaining Power Politically: The Swing Vote
   c. Political Trends in America Today: Reform or Reaction?
   d.
   ee

4. Some other topic possibilities:

   a. Report of the Committee of 18 - so-called.
   b. 1½ Years Later: Where Are We Headed?
   c. Campus Unrest/The New Left and Intergroup Relations/Reform or Revolution?
   d. Minority Ethnic Groups and Right Wing Trends
   e. The Pace and Progress of Federal Compliance
   f. Priorities in Intergroup Relations: Toward Compliance and/or Community?
   g.

5. I believe a workshop session could well be spent on the issue of national goals: with reports back as to what the consensus is.....this will be underlying everything else.

6. Some speaker possibilities: Ken Clark, Tom Pettigrew, Robert Finch, , James Farmer, Sen. McGovern,

7. So- when do we start to firm this up??????

Important
file
Naiv
conf. 1969

July 18, 1969

Mrs. Anne M. Donnelly
Assistant to Commission
Schenectady County Commission on Human
Rights
Schenectady, New York

Dear Mrs. Donnelly:

Thank you for your suggestions about the meeting. They are helpful.

We do know Dr. Coles. In fact, he was employed by us for several years, and I think that suggestion is a particularly good one. We will certainly incorporate your thoughts into our planning.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

I recommended Dr. George Wald - and enclose the talk given in Boston in case you are not familiar with him. I would hope if we have speakers, that we will also have members of the community in Rochester participating - as was suggested last year. In smaller discussion groups - the poor, black and white - need to be present. And students.

SCHENECTADY COUNTY
COMMISSION ON HUMAN RIGHTS
Schenectady, New York

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Peter Crawford

Mrs. Anne M. Donnelly
Assistant to Commission

July 17, 1969

Mr. Paul Anthony, Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia, 30303

Dear Mr. Anthony,

Although you may have more suggestions than you need for the National NAIRO Conference to be held in Rochester in November, one occurs to me that I will send along anyway. You are undoubtedly familiar with the writings of the psychiatrist Dr. Robert Coles. He is one of the contributing editors of The New Republic, has written several books and is a person who has been aware for some time of the kind of polarization to be expected as efforts were made for black people.

Dr. Coles might be very useful to intergroup relations people in exploring ways to reach those members of our community who feel as disadvantaged and forgotten as the blacks - whom we really need if we are to accomplish the tremendous task facing us. Dr. Coles has worked in cities in both the north and the south - in black communities and white- he would be an excellent resource person.

Sincerely,

Anne M. Donnelly

Anne M. Donnelly
Assistant to the Commission

County Judicial Building

Phone 393-6661, Ext. 273

(One of his books is Children in Crisis-I believe-not sure of the exact title but that's close.)

Dear Another Mother,

On March 4, 1969 at the Massachusetts Institute of Technology, Dr. George Wald, professor of biology at Harvard and Nobel Prize winner, spoke to a group of scientists and students assembled to discuss the uses of scientific knowledge. Two *Boston Globe* staffers covered the M.I.T. meeting, returned to the office independently of one another and told an editor, "I think I've just listened to the most important speech of my lifetime." We agree.

At this moment the Anti-Ballistic Missile debate is taking place in Washington and the vote is about to be taken. The outcome depends on you.

It is urgent that you write TODAY to both your Senators. Refer to your Senator's position on ABM (phone your local newspaper for this information) if you want to make your letter even more effective. In any case, urge both Senators to vote *against* the deployment of the ABM. And get *at least* one friend to do the same.

The Senate—100 men—hold the fate of our children in their hands. You are a voter. Your influence counts. Use it!!

Donna Reed Owen

Donna Reed Owen, Co-Chairman

A GENERATION IN SEARCH OF A FUTURE

by Dr. George Wald

"All of you know that in the last couple of years there has been student unrest, breaking at times into violence, in many parts of the world: in England, Germany, Italy, Spain, Mexico, Japan, and, needless to say, many parts of this country. There has been a great deal of discussion as to what it all means. Perfectly clearly, it means something different in Mexico from what it does in France, and something different in France from what it does in Tokyo, and something different in Tokyo from what it does in this country. Yet, unless we are to assume that students have gone crazy all over the world, or that they have just decided that it's the thing to do, it must have some common meaning.

"I don't need to go so far afield to look for that meaning. I am a teacher, and at Harvard I have a class of about three hundred and fifty students—men and women—most of them freshmen and sophomores. Over these past few years, I have felt increasingly that something is terribly wrong—and this year ever so much more than last. Something has gone sour, in teaching and in learning. It's almost as though there were a widespread feeling that education has become irrelevant.

"A lecture is much more of a dialogue than many of you probably realize. As you lecture, you keep watching the faces, and information keeps coming back to you all the time. I began to feel, particularly this year, that I was missing much of what was coming back. I tried asking the students, but they didn't or couldn't help me very much.

"But I think I know what's the matter. I think that this whole generation of students is beset with a profound uneasiness, and I don't think that they have yet quite defined its source. I think I understand the reasons for their uneasiness even better than they do. What is more, I share their uneasiness.

"What's bothering those students? Some of them tell you it's the Vietnam war. I think the Vietnam war is the most shameful episode in the whole of American history. The concept of war crimes is an American invention. We've committed many war crimes in Vietnam—but I'll tell you something interesting about that. We were committing war crimes in World War II, before the Nuremberg trials were held and the principle of war crimes was stated. The saturation bombing of German cities was a war crime. Dropping those atomic bombs on Hiroshima and Nagasaki was a war crime. If we had lost the war, it might have been *our* leaders who had to answer for such actions. I've gone through all that history lately, and I find that there's a gimmick in it. It isn't written out, but I think we established it by precedent. That gimmick is that if one can allege that one is repelling or retaliating for an aggression, after that everything goes.

"And, you see, we are living in a world in which all wars are wars of defense. All War Departments are now Defense Departments. This is all part of the doubletalk of our time. The aggressor is always on the other side. I suppose this is why our ex-Secretary of State Dean Rusk went to such pains to insist, as he still insists, that in Vietnam we are repelling an aggression. And if that's what we are doing—so runs the doctrine—everything goes. If the concept of war crimes is ever to mean anything, they will have to be defined as categories of *acts*, regardless of alleged provocation. But that isn't so now.

"I think we've lost that war, as a lot of other people think, too. The Vietnamese have a secret weapon. It's their

willingness to die beyond our willingness to kill. In effect, they've been saying, You can kill us, but you'll have to kill a lot of us; you may have to kill all of us. And, thank heaven, we are not yet ready to do that.

"Yet we have come a long way toward it—far enough to sicken many Americans, far enough to sicken even our fighting men. Far enough so that our national symbols have gone sour. How many of you can sing about 'the rockets' red glare, the bombs bursting in air' without thinking, Those are *our* bombs and *our* rockets, bursting over South Vietnamese villages? When those words were written, we were a people struggling for freedom against oppression. Now we are supporting open or thinly disguised military dictatorships all over the world, helping them to control and repress peoples struggling for their freedom.

"But that Vietnam war, shameful and terrible as it is, seems to me only an immediate incident in a much larger and more stubborn situation.

"Part of my trouble with students is that almost all the students I teach were born after World War II. Just after World War II, a series of new and abnormal procedures came into American life. We regarded them at the time as temporary aberrations. We thought we would get back to normal American life someday.

"But those procedures have stayed with us now for more than twenty years, and those students of mine have never known anything else. They think those things are normal. They think that we've always had a Pentagon, that we have always had a big Army, and that we have always had a draft. But those are all new things in American life, and I think that they are incompatible with what America meant before.

"How many of you realize that just before World War II the entire American Army, including the Air Corps, numbered a hundred and thirty-nine thousand men? Then World War II started, but we weren't yet in it, and, seeing that there was great trouble in the world, we doubled this Army to two hundred and sixty-eight thousand men. Then, in World War II, it got to be eight million. And then World War II came to an end and we prepared to go back to a peacetime Army, somewhat as the American Army had always been before. And, indeed, in 1950—you think about 1950, our international commitments, the Cold War, the Truman Doctrine, and all the rest of it—in 1950, we got down to six hundred thousand men.

"Now we have three and a half million men under arms: about six hundred thousand in Vietnam, about three hundred thousand more in 'support areas' elsewhere in the Pacific, about two hundred and fifty thousand in Germany. And there are a lot at home. Some months ago, we were told that three hundred thousand National Guardsmen and two hundred thousand reservists—so half a million men—had been specially trained for riot duty in the cities.

"I say the Vietnam war is just an immediate incident because as long as we keep that big an Army, it will always find things to do. If the Vietnam war stopped tomorrow, the chances are that with that big a military establishment we would be in another such adventure, abroad or at home, before you knew it.

"The thing to do about the draft is not to reform it but to get rid of it.

"A peacetime draft is the most un-American thing I know. All the time I was growing up, I was told about oppressive Central European countries and Russia, where young men were forced into the Army, and I was told what they did about it. They chopped off a finger, or shot off a couple of toes, or, better still, if they could manage it, they came to this country. And we understood that, and sympathized, and were glad to welcome them.

"Now, by present estimates, from four to six thousand Americans of draft age have left this country for Canada, two or three thousand more have gone to Europe, and it looks as though many more were preparing to emigrate.

"A bill to stop the draft was recently introduced in the Senate (S. 503), sponsored by a group of senators that runs the gamut from McGovern and Hatfield to Barry Goldwater. I hope it goes through. But I think that when we get rid of the draft we must also drastically cut back the size of the armed forces.

"Yet there is something ever so much bigger and more important than the draft. That bigger thing, of course, is the militarization of our country. Ex-President Eisenhower, in his farewell address, warned us of what he called the military-industrial complex. I am sad to say that we must begin to think of it now as the military-industrial-labor-union complex. What happened under the plea of the Cold War was not alone that we built up the first big peacetime Army in our history but that we institutionalized it. We built, I suppose, the biggest government building in our history to run it, and we institutionalized it.

"I don't think we can live with the present military establishment, and its eighty-billion-dollar-a-year budget, and keep America anything like the America we have known in the past. It is corrupting the life of the whole country. It is buying up everything in sight: industries, banks, investors, scientists—and lately it seems also to have bought up the labor unions.

"The Defense Department is always broke, but some of the things it does with that eighty billion dollars a year would make Buck Rogers envious. For example, the Rocky Mountain Arsenal, on the outskirts of Denver, was manufacturing a deadly nerve poison on such a scale that there was a problem of waste disposal. Nothing daunted, the people there dug a tunnel two miles deep under Denver, into which they have injected so much poisoned water that, beginning a couple of years ago, Denver has experienced a series of earth tremors of increasing severity. Now there is grave fear of a major earthquake. An interesting debate is in progress as to whether Denver will be safer if that lake of poisoned water is removed or is left in place.

"Perhaps you have read also of those six thousand sheep that suddenly died in Skull Valley, Utah, killed by another nerve poison—a strange and, I believe, still unexplained accident, since the nearest testing seems to have been thirty miles away.

"As for Vietnam, the expenditure of firepower there has been frightening. Some of you may still remember Khe Sanh, a hamlet just south of the Demilitarized Zone, where a force of United States Marines was beleaguered for a time. During that period, we dropped on the perimeter of Khe Sanh more explosives than fell on Japan throughout World War II, and more than fell on the whole of Europe during the years 1942 and 1943.

"One of the officers there was quoted as having said afterward, 'It looks like the world caught smallpox and died.'

"The only point of government is to safeguard and foster life. Our government has become preoccupied with

death, with the business of killing and being killed. So-called defense now absorbs sixty per cent of the national budget, and about twelve per cent of the Gross National Product.

"A lively debate is beginning again on whether or not we should deploy antiballistic missiles, the ABM. I don't have to talk about them—everyone else here is doing that. But I should like to mention a curious circumstance. In September, 1967, or about a year and a half ago, we had a meeting of M.I.T. and Harvard people, including experts on these matters, to talk about whether anything could be done to block the Sentinel system—the deployment of ABMs. Everyone present thought them undesirable, but a few of the most knowledgeable persons took what seemed to be the practical view: 'Why fight about a dead issue? It has been decided, the funds have been appropriated. Let's go on from there.'

"Well, fortunately, it's not a dead issue.

"An ABM is a nuclear weapon. It takes a nuclear weapon to stop a nuclear weapon. And our concern must be with the whole issue of nuclear weapons.

"There is an entire semantics ready to deal with the sort of thing I am about to say. It involves such phrases as 'Those are the facts of life.' No—these are the facts of death. I don't accept them, and I advise you not to accept them. We are under repeated pressure to accept things that are presented to us as settled—decisions that have been made. Always there is the thought: Let's go on from there. But this time we don't see how to go on. We will have to stick with these issues.

"We are told that the United States and Russia, between them, by now have stockpiled nuclear weapons of approximately the explosive power of fifteen tons of TNT for every man, woman, and child on earth. And now it is suggested that we must make more. All very regrettable, of course, but 'those are the facts of life.' We really would like to disarm, but our new Secretary of Defense has made the ingenious proposal that now is the time to greatly increase our nuclear armaments, so that we can disarm from a position of strength.

"I think all of you know there is no adequate defense against massive nuclear attack. It is both easier and cheaper to circumvent any known nuclear-defense system than to provide it. It's all pretty crazy. At the very moment we talk of deploying ABMs, we are also building the MIRV, the weapon to circumvent ABMs.

"As far as I know, the most conservative estimates of the number of Americans who would be killed in a major nuclear attack, with everything working as well as can be hoped and all foreseeable precautions taken, run to about fifty million. We have become callous to gruesome statistics, and this seems at first to be only another gruesome statistic. You think, Bang!—and next morning, if you're still there, you read in the newspapers that fifty million people were killed.

"But that isn't the way it happens. When we killed close to two hundred thousand people with those first, little, old-fashioned uranium bombs that we dropped on Hiroshima and Nagasaki, about the same number of persons were maimed, blinded, burned, poisoned, and otherwise doomed. A lot of them took a long time to die.

"That's the way it would be. Not a bang and a certain number of corpses to bury but a nation filled with millions of helpless, maimed, tortured, and doomed persons, and the survivors huddled with their families in shelters, with guns ready to fight off their neighbors trying to get some uncontaminated food and water.

"A few months ago, Senator Richard Russell, of Georgia, ended a speech in the Senate with the words 'If we have to start over again with another Adam and Eve, I want them to be Americans; and I want them on this continent and not in Europe.' That was a United States senator making a patriotic speech. Well, here is a Nobel laureate who thinks that those words are criminally insane.

"How real is the threat of full-scale nuclear war? I have my own very inexpert idea, but, realizing how little I know, and fearful that I may be a little paranoid on this subject, I take every opportunity to ask reputed experts. I asked that question of a distinguished professor of government at Harvard about a month ago. I asked him what sort of odds he would lay on the possibility of full-scale nuclear war within the foreseeable future. 'Oh,' he said comfortably, 'I think I can give you a pretty good answer to that question. I estimate the probability of full-scale nuclear war, provided that the situation remains about as it is now, at two per cent per year.' Anybody can do the simple calculation that shows that two per cent per year means that the chance of having that full-scale nuclear war by 1990 is about one in three, and by 2000 it is about fifty-fifty.

"I think I know what is bothering the students. I think that what we are up against is a generation that is by no means sure that it has a future.

"I am growing old, and my future, so to speak, is already behind me. But there are those students of mine, who are in my mind always; and there are my children, the youngest of them now seven and nine, whose future is infinitely more precious to me than my own. So it isn't just their generation; it's mine, too. We're all in it together.

"Are we to have a chance to live? We don't ask for prosperity, or security. Only for a reasonable chance to live, to work out our destiny in peace and decency. Not to go down in history as the apocalyptic generation.

"And it isn't only nuclear war. Another overwhelming threat is in the population explosion. That has not yet even begun to come under control. There is every indication that the world population will double before the year 2000, and there is a widespread expectation of famine on an unprecedented scale in many parts of the world. The experts tend to differ only in their estimates of when those famines will begin. Some think by 1980; others think they can be staved off until 1990; very few expect that they will not occur by the year 2000.

"That is the problem. Unless we can be surer than we now are that this generation has a future, nothing else matters. It's not good enough to give it tender, loving care, to supply it with breakfast foods, to buy it expensive educations. Those things don't mean anything unless this generation has a future. And we're not sure that it does

"I don't think that there are problems of youth, or student problems. All the real problems I know about are grown-up problems.

"Perhaps you will think me altogether absurd, or 'academic,' or hopelessly innocent—that is, until you think of the alternatives—if I say, as I do to you now: We have to get rid of those nuclear weapons. There is nothing worth having that can be obtained by nuclear war—nothing material or ideological—no tradition that it can defend. It is utterly self-defeating. Those atomic bombs represent an unusable weapon. The only use for an atomic bomb is to keep somebody

else from using one. It can give us no protection—only the doubtful satisfaction of retaliation. Nuclear weapons offer us nothing but a balance of terror, and a balance of terror is still terror.

"We have to get rid of those atomic weapons, here and everywhere. We cannot live with them.

"I think we've reached a point of great decision, not just for our nation, not only for all humanity, but for life upon the earth. I tell my students, with a feeling of pride that I hope they will share, that the carbon, nitrogen, and oxygen that make up ninety-nine per cent of our living substance were cooked in the deep interiors of earlier generations of dying stars. Gathered up from the ends of the universe, over billions of years, eventually they came to form, in part, the substance of our sun, its planets, and ourselves. Three billion years ago, life arose upon the earth. It is the only life in the solar system.

"About two million years ago, man appeared. He has become the dominant species on the earth. All other living things, animal and plant, live by his sufferance. He is the custodian of life on earth, and in the solar system. It's a big responsibility.

"The thought that we're in competition with Russians or with Chinese is all a mistake, and trivial. We are one species, with a world to win. There's life all over this universe, but the only life in the solar system is on earth, and in the whole universe we are the only men.

"Our business is with life, not death. Our challenge is to give what account we can of what becomes of life in the solar system, this corner of the universe that is our home; and, most of all, what becomes of men—all men, of all nations, colors, and creeds. This has become one world, a world for all men. It is only such a world that can now offer us life, and the chance to go on."

Write those letters right now! Remember—as it says in our Newsletter, if you don't do your peace homework, you are not a good mother!

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Another Mother for Peace
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July 30, 1969

The Honorable George McGovern
Senate Office Building
Washington, D. C.

Dear Senator McGovern:

This is written to you in my capacity as program chairman for the National Association of Intergroup Relations Officials for their annual conference this year at the Flagship-Rochester Hotel in Rochester, New York on November 18-21.

NAIRO, the professional association, includes some 1,300 persons in its membership who are working full time in the field of civil rights and civil liberties. Our national office is in Washington and there are a number of our key members in the Washington area who know and respect your leadership and could tell more about the NAIRO itself.

We would like very much for you to be the closing and primary speaker at a luncheon session on Friday, November 21st, but if this time in our agenda were inconvenient, we would have to arrange

our calendar to suit you if you are able to honor us with your presence. Our national director, Mr. Frederick B. Routh, would be happy to discuss our need with you further, or at your discretion. Mr. Routh can be reached at 2027 Massachusetts Avenue, N. W., Washington, D. C. Telephone: 387-7050. I would welcome a call from someone on your staff as to what we project.

Thank you for your consideration, and best wishes.

Sincerely yours,

Paul Anthony
Executive Director

PA/mmj

August 1, 1969

Mr. Jack D. Middleton
Executive Director
Office of Urban Affairs of the
Archdiocese of Hartford
208 Columbus Avenue
New Haven, Connecticut 06519

Dear Jack:

John Morris has shared with me your suggestions relative to the NAIRO meeting. It seems to me that the items you raise all fall under business rather than program areas. We have scheduled for the meeting the full afternoon, Thursday, and the full morning, Friday, for business sessions and leave it up to Fred and the NAIRO officers to put items on the agenda for those times. Since, however, you pretty well cover on-going business, you might share these suggestions with Fred.

Incidentally, relative to the Committee on Policy Procedures, which I share, I sent in our final report some months ago, immediately after our St. Louis meeting on the assumption

that this report would be sent promptly to all members. If you write Fred you might bring this up, too.

If not before, I hope to see you in Rochester. I will be in the third armed car parked just outside the hotel.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

Copy to Mr Anthony

OFFICE OF URBAN AFFAIRS
OF THE ARCHDIOCESE OF HARTFORD

RECEIVED
JUL 22 1969

July 18, 1969

Mr. John Morris
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia 30303

Dear John:

This is written in response to your memorandum of June 4th. My delay in responding is due to a job change.

While I agree with your general outline calling for the areas of political and economic developments to be spotlighted during the conference, I think we must build in to the conference a proper response to this past year of critical self examination of NAIRO. Therefore, in addition to the regular program format, I am recommending additional time for organizational matters.

There are three basic groups that should have conference time set aside for proper response and regurgitation. First, the National Commission of NAIRO, headed by Bill White of Washington, D.C. has held a series of hearings across the country examining the changing intergroup field, the changing role of the worker and how NAIRO can be of greater service to its members in the field. Secondly, there is, somewhere within NAIRO, a Committee on Policy Procedures that has been examining the decision making processes on policy matters within NAIRO. This Committee is chaired by S.R.C.'s Paul Anthony. Thirdly, there ~~was an 18 member Regional Committee set up to~~ look at all of NAIRO's paper sub-committees, departments, commissions, etc. Unfortunately, the 18 member Regional Committee has not yet gotten off the ground so I don't know what we can expect of them.

EXECUTIVE DIRECTOR: Mr. Jack Middleton

COORDINATOR: Rev. Timothy A. Meehan

P.O. BOX 7008 / 208 COLUMBUS AVE. / NEW HAVEN, CONN. 06519 / PHONE (203) 777-7270 AND 777-7279

OFFICE OF URBAN AFFAIRS
OF THE ARCHDIOCESE OF HARTFORD

I am a member of this Committee and have been somewhat dissappointed in the lack of interest. The NAIRO Office in Washington has done all that it possibly can do to help this Committee get started. Even though this Committee has not been a fully functioning Committee, time must be set aside in Rochester to examine the myriad of special Departments, commissions, etc. that exist only on paper.

Next, fourthly, I would suggest that at some time during the conference, we hear from the work of the NAIRO Committee on Corporate Support and Task Force II, the group that was set up to approach President Nixon.

Finally, I would like to re-emphasize my concern for plenty of time for organizational matters. I would like to think that the small group activities that you mentioned in your memo of June 4th will be designed to address some of these organizational concerns.

With all best regards, I am,

Sincerely yours,

Jack

Jack D. Middleton
Executive Director

JDM:cab P.S. Would appreciate any reaction or comments either you or Paul would make relative to the above.

EXECUTIVE DIRECTOR: Mr. Jack Middleton
COORDINATOR: Rev. Timothy A. Meehan
P.O. BOX 7008 / 208 COLUMBUS AVE. / NEW HAVEN, CONN. 06519 / PHONE (203) 777-7270 AND 777-7279

August 5, 1969

Mrs. Sophie Divers
Director
Division of Community Relations
365 Public Safety Building
Civic Center Plaza
Rochester, New York 14614

Dear Sophie:

I assume that Fred has shared with you the schedule for the meeting and the room requirements, although that is not reflected in his letter to you of June 30th. If not, let me know and I will give you the number and final plans in terms of space needs.

Letters of invitation to some speakers and other participants have gone out, though most have not yet answered and there are others yet to be invited. My biggest hang-up is my ignorance of good people outside the South, and while I have had a number of helpful suggestions for program, I have had very few suggestions of individuals.

It is very good to know about the free printing. What is the latest date we will have to have the material for the printer?

Warmest regards.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

From the desk of

FRED ROUTH

30 July 69

Dear Paul,

Greetings from the Capital City on the Potomac -- for the last time til I return from Europe; I'll send cards !

Enclosed is some correspondence between Sophie Divers and me. Please look it over with some care. Also, please call her if you have any corrections or comments that might be helpful to her. The Levin (no kin to Art) Printing Company will need to have a finished copy of the program, well before the Annual Conference. I do hope that you are planning to come to the September Board Meeting; I believe it quite essential that you be there. It might be helpful if John Morris could also come, but I leave that to you.

During the coverage of the Moon Walk and Appolo 11 shots, NBC kept interviewing a guy from the Atlanta area: Dr. Paul Knappenberger of the Fernbank Science Center (DeKalb County); if you have never met this chap, I suggest it would be well worth while -- seems to be really with it.

The forthcoming trip's itineary is: Dublin, Paris, Vienna, Rome, Genoa and back on the Italian Lines' Michelangelo. Should be great. We leave Friday, August 1st and will be back in the office on Monday, August 25th. I intend to have a ball.

Warm regards to PT and all my friends at the SR & C.

as ever,

Fred

NAIRO — 2027 Massachusetts Avenue, N.W.
Washington, D.C. 20036 Telephone 387-7050

Paul - Please note the starred items - Best F.

Feel free to call Sophie 716/454-4000

30 July 69

Mrs. Sophie Divers, Director
Division of Community Relations
365 Public Safety Building
Civic Center Plaza
Rochester, New York 14614

Dear Sophie:

This letter is in the nature of a follow-up to our various phone conversations of yesterday. First, let me say how good it was to learn that you are feeling so much better and have abandoned your cane - CONGRATULATIONS ! Now, let me turn to your letter of the 22nd and paragraph by paragraph put down what we discussed on the phone -- I'll send a copy to Paul Anthony so that he may be kept abreast of our deliberations and decisions. As you know, I called him after our first phone call to ascertain his thinking on schedules.

Paragraph 1. I am glad that you have sent out letters to area businesses and industries asking for their financial support; you should do the same with area labor unions -- and also human rights agencies. It's good to know that the Levin Printing Company will print the programs. When the time comes -- or perhaps at the September Board meeting -- you can introduce Paul Anthony to Mr. Levin.

Paragraph 2. Thanks for involving Ken Storandt in all this; as NY State Chapter Chairman, he should be. As I said, I would drop a note to all NY State Members asking them to support you and Ken in preparing for the National Annual Conference. I agree, that those who have been faithful members over a period of time should be given the more important assignments.

Paragraph 3. Thanks for making arrangements for the national Board Meeting, September 19-20; in the announcement (shortly to go out) we will ask that reservations be made on or before September 4th. It is good of the NY State Chapter to entertain the Board on Friday evening the 19th. My thanks to them. As to news coverage of the Board Meeting -- I believe it would be much better to hold a news conference at the close of the meeting, rather than have reporters present during the meeting. I'll ask Lloyd Davis to call you on this and also on the question of when he wants the Westinghouse Executive (Frank Cotter) to meet with local industrialists and business types -- also labor.

Paragraph 4 (page 2) I suggest that we have six volunteers for registration from 9:00 a.m. to 8:30 p.m. on Tuesday, November 18th; six volunteers from 9:00 a.m. to 12:30 noon on the 19th and cut back to 4 that afternoon from 12:30 til 4:30; two volunteers from 9:00 a.m. til 8:30 p.m. on Thursday the 20th. This means that the number suggested will actually be on duty -- back-up volunteers will probably be needed. None are needed for the Board Meeting in September. Fine on airline schedules !!

Paragraph 5. Penny & I thank you for your good wishes and return the same several fold -- our very best ! Warm regards, good friend.

as ever,

Fitz

CITY OF ROCHESTER, NEW YORK
DIVISION OF COMMUNITY RELATIONS
365 PUBLIC SAFETY BUILDING
CIVIC CENTER PLAZA
ROCHESTER, NEW YORK 14614

TELEPHONE
454 4000, EXT 295

July 22, 1969

Mr. Frederick B. Routh, Executive Director
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N.W.
Washington, D. C. 20036

Dear Fred:

I feel very pleased about our progress toward hosting the National Conference in November. Letters have been sent out to industries and businesses in this area asking their support. Today I received my first reply. Programs will be printed by The Levin Printing Company, 31 Riverview Place, Rochester, New York 14608. I do not know what the equivalent of this in cash would be, (I was ashamed to ask), but this will, in some measure, reduce the $3,000 I am trying to raise prior to September 1st. I believe all those who give specifically should be carried on a sponsor's page in the program.

I have attempted to involve Ken in this as much as possible. I have kept him abreast of my actions and the results. I do not object to a membership drive at this time, and will participate in one, but feel very strongly that the most important assignments should be given to those old members who have stuck with the Chapter since its founding.

Arrangements are completed for the September 19-20 National Board Meeting. The Rochester members of the State Chapter will entertain the Board on Friday night, September 19th at the Hotel Flagship*Rochester. I have talked with Paul Miller, President of the Associated Press and he assures me that we will have AP coverage for this meeting. Lloyd Davis had mentioned his desire to have an executive of Westinghouse meet with industrial executives here. I do not remember whether Lloyd wanted this arranged for the National Board Meeting or the National Conference. Would you please have this clarified for me? Do not forget that the Hotel would like all reservations for the Board meeting on or before September 4, 1969.

Pass on to Al Levin

Enclosed you will find a copy of a letter I received from the Rochester and Monroe County Convention and Publicity Bureau, Inc. relative to the Board Meeting. Please advise me immediately as to what I will need. On September 1st I will receive from another local press, 55 copies of airlines schedules in and from Rochester. I will send those to be distributed with the call for the Board of Directors Meeting. We will purchase 2,000 to be distributed at the National Conference. They are published monthly, so it will be the later part of October before I will receive them and forward them to you.

Best wishes to you and to Penny. Please let me hear from you at your earliest convenience. I need encourgement, man!

Yours very truly,

Sophie

Mrs. Sophie G. Divers,
Director

SGD:mm
Enc.

17 18 19 20 21
M - T W - Th F

ROCHESTER
AND MONROE COUNTY CONVENTION AND PUBLICITY BUREAU, Incorporated

WAR MEMORIAL AUDITORIUM
ROCHESTER, N.Y. 14614
TELEPHONE: AREA CODE 716
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MEMBER OF THE INTERNATIONAL ASSOCIATION OF CONVENTION BUREAUS

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OFFICE OF COMMUNITY SERVICES

July 3, 1969

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Mrs. Sophie Divers
National Association of Intergroup
Relations Officials, Board Meeting
Public Safety Building
Rochester, New York 14614

Dear Mrs. Divers:

The Convention Bureau will be pleased to provide you with trained registration girls, badges, bulletin typewriters and literature for your Registration Desk at the Flagship-Rochester Hotel.

This is part of the Convention Bureau's service program to assist you in every possible manner toward having an outstanding meeting in "remarkable, new Rochester."

Most of the members of the part-time service staff must know the work assignments two or three weeks in advance to enable them to secure baby sitters, if necessary, or arrange for transportation to and from downtown.

Hence, it is <u>important</u> that you let us know not later than September 1, 1969 of the number of girls you will need as well as the dates and hours that you will hold registration.

Unless we hear from you by September 1, 1969 we will assume that you do not require the services of the Convention Bureau.

Cordially yours,

Cindy Rosen

(Miss) Cindy Rosen, Convention
Service Manager

CR/sjg
Enclosures

August 12, 1969

Mrs. Sophie G. Divers
Director
Division of Community Relations
City of Rochester
365 Public Safety Building
Civic Center Plaza
Rochester, New York 14614

Dear Sophie:

It had been my understanding that Fred was going to send you the physical arrangements. They are as follows:

<u>TUESDAY, November 18</u>:

10:00 a.m. - 6:00 p.m.	Registration space
1:30 p.m.	Room for board meeting
4:30 p.m.	Room for meeting of new members (Fred is in charge of this. You will have to get from him the anticipated number. I would think, however, a rather large room would be required.)

6:30 p.m.	Room for general reception and cash bar.
8:00 p.m.	Banquet (space for all in attendance. Head table tentatively for 12 people. I would appreciate your guidance in selecting the names for the head table.)

WEDNESDAY, November 19:

9:30 a.m.-10:30 a.m.	Meeting room for general session (all members in attendance.)
10:30 - 12:30 p.m.	Six (6) rooms for workshops; each to accommodate about 50 persons.
1:00 p.m.	Luncheon for all persons
2:30 p.m.	Meeting room for all persons (NAIRO BUSINESS SESSION)
Evening	OPEN

THURSDAY, November 20:

9:30 - 12:30 p.m.	Buffet luncheon
2:30 - 5:30 p.m.	Six (6) workshops
7:00 p.m.	Reception (cash bar)
8:30 p.m.	Banquet (same requirements on head table.)

FRIDAY, November 21:

9:30 - 12:30 p.m.	Second business session (all members)

Friday, November 21st - continued

1:00 p.m.	Luncheon (with head table) for ten persons)
2:30 p.m.	Room for board meeting

Regrettably, I have a very important Executive Committee meeting on September 19 and 20. However, I do plan to be in Washington before that time and will discuss, at length, any information I have with Fred and Lloyd. After that discussion, I don't believe it would matter whether or not I met with the printer so long as he could have the information needed.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

CITY OF ROCHESTER, NEW YORK
DIVISION OF COMMUNITY RELATIONS
365 PUBLIC SAFETY BUILDING
CIVIC CENTER PLAZA
ROCHESTER, NEW YORK 14614

TELEPHONE:
454-4000, EXT. 295

August 8, 1969

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Thank you for your letter. I very badly need the schedule for the meeting and room requirements. The Hotel asked for this information on last Wednesday. Please send it at your earliest possible convenience.

Al Levin, the printer, has been asked to meet with you, Lloyd and Fred on September 19th or 20th. Would you inform me of the date and time you want the meeting so that I may inform Mr. Levin.

Attached you will find a copy of a page of the New York State Chapter Meeting Minutes of June 20-21 and a copy of a letter to you dated June 12, 1969, where some suggestions for individual speakers were requested. I hope this is of some help to you. Best wishes and let me hear from you soon.

Yours very truly,

Sophie

Mrs. Sophie G. Divers,
Director

SGD:mm
Enc.

CITY OF ROCHESTER, NEW YORK
DIVISION OF COMMUNITY RELATIONS
365 PUBLIC SAFETY BUILDING
CIVIC CENTER PLAZA
ROCHESTER, NEW YORK 14614

TELEPHONE:
454-4000, EXT. 295

June 12, 1969

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

It was good to see you again at the NAIRO Board Meeting in St. Louis.

I have given considerable thought to the overall plans for the NAIRO Conference of 1969 which will be held here in Rochester, November 17-21 at the Hotel Flagship-Rochester. I believe that Rochester is the smallest City in which we ever held a national conference. I believe that for this reason alone, we need to put on the best program possible to draw the largest percentage of NAIRO membership.

It also seems to me that intergroup relations is one of the most important things in the Nation today. An organization of some 1800 professional intergroup relations workers and policy-makers has some status with top people interested and concerned in the field. Frankly, it does seem to me that the President of the United States, or someone who can speak for him - usually, the Vice-President or a Cabinet member - could be invited to address one session. Whatever national says has top priority in this field must be carried out and "watch-dogged" by the professionals. It would be good too, for us to see how the top office in our Nation views the progress and problems facing the Nation in this field.

Educational institutions throughout the Nation have experienced flare-ups of all kinds in the past year. Many are accused of being racial in nature. Many intergroup relations officials, during moments of stress, have been called in to sit with institution administration and students. I, for one, would certainly like more information, understanding and guidance from NAIRO in these matters. Is it possible that we could obtain a speaker such as Dr. Perkins, President of Cornell University or Dr. W. Allan Wallis, President of the University of Rochester? or what about Dr. S. I. Hayakawa, of San Francisco State College (if we can raise enough money here to pay for it)?

What progress is industry making in its efforts to train the unskilled to fulfill the needs of today, technologically, that would provide jobs with a livable wage. A number of the largest industries in the Country are headquartered here in Rochester. Could we consider Dr. William S. Vaughn, President of the Eastman Kodak Corporation or Joseph Wilson, Chairman of the Board of Xerox, Inc.?

I think we need some "cons" as well as "pros". I am thinking particularly of Ron Katanga, head of the radical US organization headquartered in California, or the Students for a Democratic Society, or Elisha Muhammed, spiritual leader of the Muslims, whose headquarters is in Chicago? My feeling here is-if I must deal with followers or believers of such people, and I have to, then I must know some of their thinking and ways of rationalizing. Neither can we overlook your neighbor down there, whose name I have forgotten, but I believe he heads the Klu Klux Klan of America. Surely exposure to 20 minutes of these people will be a learning experience, first hand, for any intergroup relations official and will better able us to deal with their elements. By the way, what road are the Black Panthers following since Eldridge Cleaver "went away". As I understand it, they are active everywhere - most certainly here!

I look forward to seeing you again at the September 19-20 Board of Directors Meeting in Rochester.

Very truly yours,

Sophie

Mrs. Sophie G. Divers,
Director

SGD:mm
cc: Mr. Frederick B. Routh, Executive Director
Mr. Kenneth Storandt, Chapter Chairman

It was noted that the Chapter Chairman be requested to communicate with the National Program Chairman, with a copy to Frederick B. Routh, Executive Director, NAIRO, 2027 Massachusetts Avenue, N.W., Washington, D.C. 20036, informing of Chapter suggestions for National Conference program. The Chapter felt that a strong program would be necessary and that emphasis should be put on youth since this is top priority for Intergroup Relations officials today on a National basis. Suggested speakers are:

1. The President of the United States or the Vice-President, or a top level Cabinet member, or Senator Ted Kennedy on current problems and programs of Intergroup Relations as viewed by the Government administration.

2. A college President of a confrontation school, such as Hayakawa of San Francisco State or Dr. Dexter Perkins of Cornell University.

3. A Black student leader from a confrontation school such as Tom Jones of Cornell University.

4. The National president or a top ranking National officer of Students for a Democratic Society.

5. A National representative of the Black Panther Party, such as Mrs. Eldredge Cleaver.

6. Green and Cobb, authors of Black Rage.

7. A Dr. Wald, NNobel Prize winner on the Harvard Faculty to speak on youth.

8. Ross Flannigan, Secretary, Quaker Project on Community Conflict (NYC) as workshop leader following speech on campus conflict. (See Congressional Record 6/26/68).

III. FURTHER DISCUSSION

It was voted that the New York State Chapter, when host to National, would recognize only those members in good standing with National and the State Chapter.

It was decided that the Chapter cocktail-hospitality hour would be Monday, November 17, 1969, the first evening of the National Conference. The consensus was that the Chapter not attempt to supply unlimited free drinks. That each registered delegate should be provided a ticket for one or two free drinks (depending on Chapter finances and number of delegates) and that a cash bar would be set up for additional drinks.

August 26, 1969

Mrs. Sophie G. Divers
Director
Division of Community Relations
City of Rochester
365 Public Safety Building
Civic Center Plaza
Rochester, New York 14614

Dear Sophie:

We goofed, obviously, in planning a three hour buffet. That should have read: 9:30 a.m. to 12:30 p.m., Workshops; 1:00 p.m. to 2:00 p.m., Buffet Luncheon.

We will send you more information shortly.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
cc: Mrs. Penny Wright, NAIRO

CITY OF ROCHESTER, NEW YORK
DIVISION OF COMMUNITY RELATIONS
365 PUBLIC SAFETY BUILDING
CIVIC CENTER PLAZA
ROCHESTER, NEW YORK 14614

TELEPHONE:
454-4000, EXT. 295

Rec'd 8/25/69

August 22, 1969

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Thank you for the conference physical arrangements schedule.

I have one question. On Thursday morning, November 20, you have a buffet luncheon scheduled from 9:30 a.m. to 12:30 p.m.. Honestly Paul, you must be kidding! Please let me know by return mail what you intended for this time.

Also, the New York State Chapter will host a continental breakfast for all delegates and visitors. Will you please give us a morning and the hour.

Please include Mayor Frank T. Lamb of Rochester at your head table for the banquet of Tuesday night, November 18. Should we also invite U.S. Congressman Frank Horton?

Yours very truly,

Sophie

Mrs. Sophie G. Divers,
Director

SGD:mm

August 12, 1969

Mrs. Sophie G. Divers
Director
Division of Community Relations
City of Rochester
365 Public Safety Building
Civic Center Plaza
Rochester, New York 14614

Dear Sophie:

It had been my understanding that Fred was going to send you the physical arrangements. They are as follows:

<u>TUESDAY, November 18</u>:

10:00 a.m. - 6:00 p.m.	Registration space
1:30 p.m.	Room for board meeting
4:30 p.m.	Room for meeting of new members (Fred is in charge of this. You will have to get from him the anticipated number. I would think, however, a rather large room would be required.)

6:30 p.m.	Room for general reception and cash bar.
8:00 p.m.	Banquet (space for all in attendance. Head table tentatively for 12 people. I would appreciate your guidance in selecting the names for the head table.)

WEDNESDAY, November 19:

9:30 a.m.-10:30 a.m.	Meeting room for general session (all members in attendance.)
10:30 - 12:30 p.m.	Six (6) rooms for workshops; each to accommodate about 50 persons.
1:00 p.m.	Luncheon for all persons
2:30 p.m.	Meeting room for all persons (NAIRO BUSINESS SESSION)
Evening	OPEN

THURSDAY, November 20:

9:30 - 12:30 p.m.	Workshops ~~Buffet luncheon~~
1:00 - 2:00 p.m.	Buffet luncheon
2:30 - 5:30 p.m.	Six (6) workshops
7:00 p.m.	Reception (cash bar)
8:30 p.m.	Banquet (same requirements on head table.)

FRIDAY, November 21:

9:30 - 12:30 p.m.	Second business session (all members)

Friday, November 21st - continued

1:00 p.m.	Luncheon (with head table) for ten persons)
2:30 p.m.	Room for board meeting

Regrettably, I have a very important Executive Committee meeting on September 19 and 20. However, I do plan to be in Washington before that time and will discuss, at length, any information I have with Fred and Lloyd. After that discussion, I don't believe it would matter whether or not I met with the printer so long as he could have the information needed.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

August 26, 1969

The Honorable George McGovern
Senate Office Building
Washington, D. C.

My dear Senator McGovern:

It is welcomed news that you can make a tentative commitment to be the speaker at the luncheon of the NAIRO Annual Conference in Rochester, November 21st.

We understand, of course, that your responsibilities may make it impossible for you to attend. We also will understand if a last minute cancellation becomes necessary.

Later I will forward to you more information about the meeting. In the meantime, please know that we are very grateful for your interest.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

GEORGE McGOVERN
SOUTH DAKOTA

United States Senate
WASHINGTON, D.C. 20510

August 18, 1969

Dear Mr. Anthony:

Many thanks for your kind letter of July thirtieth, inviting me to address the luncheon session of the National Association of Intergroup Relations officials in Rochester, New York, on Friday, November 21.

I would like very much to be with you. It is difficult, as you can understand, to foresee just what the legislative situation may be in the Senate at that time, but perhaps I can give you a tentative commitment to speak at the luncheon and then confirm it later on in the fall.

I do hope that plans for your conference will go well, and I appreciate your interest in having me with you.

With kind regards, I am

Sincerely yours,

George McGovern

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

cc: Mr. Frederick B. Routh
2027 Massachusetts Avenue, N. W.
Washington, D. C.

MEMO FROM THE DESK OF:

Vernon Jordan

PA

Some people really take NAIRO seriously!!!

VJ

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Philadelphia Chapter
4410 Fairmount Avenue
Philadelphia, Pennsylvania 19104
1-215-EV 6-7274

CHAPTER OFFICERS

YVONNE S. PERRY, CHAIRMAN
MARJORIE E. DUCKREY, VICE CHAIRMAN
RICHARD J. LEVIN, VICE CHAIRMAN
THADDEUS ZACHARY, SECRETARY
JULIA ROBINSON, TREASURER

1968 CONFERENCE CHAIRMEN

R. DEAN SHORT, GENERAL
LARY GROTH, PROGRAM
THELMA SEGAL, ARRANGEMENTS
JAMES E. WILLIAMS, FINANCE
ALEXANDER MORISEY, PUBLICITY
EVELYN STAHL, HOSPITALITY

RECEIVED
SEP 8 1969

August 26, 1969

Mr. Lloyd Davis, President
National Association
of Intergroup Relations Officials
4616 Drummond Avenue
Chevy Chase, Maryland 20015

Dear Lloyd:

At the August meeting of the Philadelphia Chapter of NAIRO, Jim Sanders gave us a report of the activities of the "Committee of Eighteen" which was mandated by and elected at the 1968 NAIRO Conference in Philadelphia.

The Denver fiasco (on the 6th month anniversary of the NAIRO Conference), the limited attendance in St. Louis (with somewhat short notice) and the abortive Washington meeting were of some concern to us. As you know, the NAIRO chapter here is concerned enough about the "Committee of Eighteen" to have voted full support, financially, to one of the representatives from this district (Jim Sanders) to the original meeting in Denver. We continue that concern and were disturbed to learn, as we did from Jim's report, that the "Committee of Eighteen" had been disbanded by the National President without Board action, to our knowledge.

The "Committee of Eighteen" was mandated by the national body meeting in conference. It would seem, as discussed at the November 15, 1968 board meeting by the Chairman of the Philadelphia chapter, the mandate placed upon the national board and office a responsibility to help, without interference,

the function of this committee. The Board and the National Committee have chosen not to do this. We believe the rationalization phrase was, "We leaned over backwards not to interfere." The Philadelphia chapter finds this attitude hard to understand and the action of the President in disbanding the committee without basis in the by-laws.

We, therefore, challenge National NAIRO to exert a previously unexpended effort and to act responsibly in view of the mandate issued by those attending the 1968 Conference to bring together the "Committee of Eighteen" in some meaningful fashion with the appropriate extent of effort and finances necessary to accomplish this.

Recognizing that time is of the essence and a series of meetings will be involved, we suggest that regional meetings might start the process. Certainly the "concerns" of the three members of that committee who met in St. Louis should be included in an initial mailing.

We in Philadelphia are most anxious that this process begin in order that a responsible and useful deliberation may be continued as a part of the 1969 Conference in Rochester. May we expect a reply to this communication within the next ten days, indicating a meeting call has been issued.

Sincerely,

LG

LARY GROTH, Chairman
Phila. Chapter NAIRO

LG:l

cc: Frederick B. Routh
National Board Members
"Committee of Eighteen" Members

Mailed 100 Copies to Fred Routh 9/25/69 mj

Free Mail

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

COPY COPY

Mr. Lloyd Davis, President
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Lloyd:

Following my telephone conversation with you this morning and one with Fred, I am very interested to learn that the Board has rejected those plans developed by me for the November NAIRO meeting. I am somewhat surprised at this action in light of the fact that I did not make any effort to implement these plans until they were discussed and approved by the Board in St. Louis. My main concern, however, is the embarrassing position in which this action places me in having to rescind invitations to persons whom I have asked to participate in the NAIRO meeting.

It would, of course, be superfluous to tender my resignation as Chairman of the Program Committee, since the Board, in exercising its authority, has chosen to take over those responsibilities.

However, so that there will be no misunderstanding, I do want this written record of my recognition of the

Board's authority and the fact that by virtue of that authority I have no responsibility relative to your meeting in November.

I do hope you have a successful meeting.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
cc: Members of the NAIRO Board

MODEL URBAN NEIGHBORHOOD DEMONSTRATION

2133 MARYLAND AVENUE
BALTIMORE, MARYLAND 21218
PHONE 752-5753

GREATER BALTIMORE
COMMITTEE

WESTINGHOUSE
ELECTRIC
CORPORATION

MUND NEIGHBORHOOD
ADVISORY COUNCIL

October 9, 1969

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul,

Thanks very much for your letter of September 25, 1969. I do share your concern and disappointment. I am sorry that you had to leave the Board Meeting on Friday and that the subject matter of program content for the conference was reopened on Saturday morning. I recall writing you shortly afterwards about the need for restructuring your program relative to this year being one of "critical self-examination of the field, worker and NAIRO". I also thought that Fred had made a special trip South to discuss this matter with you and that you had at least made one visit to Washington to meet with Fred on conference program content. I simply cannot understand why the apparent "lack of communication" which resulted in your being placed in a most difficult and embarrasing situation. If there is anything which I can do to make "amends" just say the word. You undertook this assignment at great sacrifice and I shall ever be grateful for your generous help and assistance and willingness to make my administration meaningful. I am very sorry for this unfortunate "mix-up".

We all ask your forgiveness. Please don't write NAIRO off. I do hope this conference in some small measure will get us back on the right track.

With warm regards,

Lloyd Davis, Project Manager
Model Urban Neighborhood Demonstration

LD:gab

CC: Mr. Fred Routh
Mr. Edward Howden

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

EXECUTIVE COUNCIL

GEORGE MEANY
PRESIDENT

LANE KIRKLAND
SECRETARY-TREASURER

JOSEPH CURRAN
JACOB S. POTOFSKY
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JAMES A. SUFFRIDGE
PAUL HALL
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A. J. DeANDRADE
JOHN H. LYONS
C. L. DENNIS
THOMAS W. GLEASON
FREDERICK O'NEAL
JERRY WURF

815 SIXTEENTH STREET, N.W.
WASHINGTON, D.C. 20006

(202) 293-5000

file
NAIRO

COPY

October 30, 1969

Mr. Lloyd Davis, President
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Lloyd:

Please accept this letter as my official resignation from NAIRO.

As you know I have been terribly concerned about NAIRO policies and its direction over the last couple of years. It seems to me that today NAIRO is ignoring the primary reasons for which it was founded. Instead of moving forward, it continues looking within itself and trying to define itself. NAIRO is no longer an infant organization and should be both more functional and better organized. Events of the past year have indicated such is not the case.

During this past year especially I have attempted to fight some of those policies and procedures which I did not approve of--to no avail.

Upon my return to work from maternity leave I read very closely all of the NAIRO correspondence which I received in the past few months. The apparent shoddy way in which Paul Anthony's plans for the Rochester conference were handled dismayed me. The Executive Board's actions in handling the resolutions of the 1968 conference seem hypocritical and ambiguous.

I do not have the time to become more deeply involved in NAIRO than I am now to fight these things I disapprove of, and I cannot live with them as a member. Therefore, I feel I must resign.

I do commend you and Fred on your attempts to provide opportunities for the Committee of Eighteen to convene. It seems to me the reason it has not met yet is because no one who is a member of the committee will take the initiative to direct it--myself included. In the absence of a chairman the committee has stayed disorganized and unclear since its inception--through no fault of yours.

I wish the best for NAIRO. I started my career through its intern program and remain grateful for that experience and opportunity. I have enjoyed being a member. I regret the circumstances which force me to resign.

Yours sincerely,

Doris Hardesty

Doris Hardesty
Administrative Assistant
Department of Civil Rights

cc: Fred Routh
Executive Board
Committee of Eighteen

DH:bfc
opeiu #2
afl-cio

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

12 Nov 69

Mr. Lloyd Davis
NAIRO President
4616 Drummond Avenue
Chevy Chase, Maryland 20015

Dear Lloyd:

"To every thing there is a season, and a time to every purpose under heaven." I believe that the time has come when I must accept another position. I now have under consideration three posts, one of which I shall accept. Though I must make the decision without undue delay, each organization has indicated that I may wait until the first of the year to report for duty. I requested this so that I might have time to wind-up my responsibilities with NAIRO and give the Association ample time to choose a successor. This, then, is my letter of resignation as NAIRO's Executive Director, effective December thirty-first.

NAIRO is at an important cross-road in its history and I feel that new staff leadership -- under the supervision of the Officers and Board -- may provide new directions for the Association. I believe that NAIRO leadership, during this period of transition, must guard against letting the organization bend to every wind that blows; there is need for a sturdy and steady hand at the helm if NAIRO is not to blow apart or away. I am confident that Ed Howden and Al Cowles will provide that type of leadership during the next two years. I earnestly urge the Board and members to follow the leadership of these two good men.

NAIRO must remain a house of many rooms. It must have room for many opinions -- and under its shelter there should be respect and affection among those who hold differing opinions. We may not be able to re-establish that "warm and misty feeling" of which Harold Fleming once spoke but at least there should be a decent sense of professional fraternalism. As Jefferson said in his First Inaugural "Let us restore that harmony and affection without which liberty and even life itself are dreary things."

While we should always evaluate the effectiveness of our programs, I believe that the time for introspection is now past. We have spent a year at critical self-examination; the time has come for action. Out of this year's Annual Conference should come the guidelines for that action.

NAIRO's most pressing problems are financial; I can offer no parting wisdom as to their solution. In this period of financial crisis it would seem wise to appoint Penny Wright acting staff head from January first until such time as the Association has sufficient funds to attract a senior professional. I urge consideration of this.

Finally, as you know, I am a life-member of NAIRO and, while my relationship with the Association will obviously change, I shall retain an active and participatory interest in its future.

My best wishes to you, the Officers, the Board of Directors and all NAIRO members as the Association moves ahead toward new program goals and priorities.

Fraternally & Sincerely

Fred

Frederick B. Routh
Executive Director

FBR/mtf
cc: Officers and
Board of Directors

N.A.I.R.D. Annual Conference

Flagship Rochester Hotel – Nov. 18-21, 1969

	Tues. - Nov. 18	Wed. - Nov. 19	Thur. - Nov. 20	Fri. - Nov. 21
Morning	Registration 10 A.M. - 6 P.M.	9:30 A.M. - Session Panel: _____ 10:30 AM – 12:30 PM Workshops 6	9:30 AM – Session Panel: _____ 10:30 AM – 12:30 AM Workshops	9:30 AM. Second Business Section
Afternoon	1:30 P.M. - Board Meeting 4:30 P.M. - Meeting for New Members (F.R.)	1:00 P.M. - Luncheon Session Speaker: _____ 2:30 P.M. (L. Davis) First Business Session 4:30 P.M. - Interest Area Groups	Lunch – Open 2:30 P.M. Interest Area Groups Buffet	1:00 PM. Luncheon Session Speaker: _____ (Adjourn) 2:30 PM – Board Meeting
Evening	6:30 P.M. - General Reception 8:00 P.M. - Dinner Keynoter: _____	Open	7:00 PM. - Reception 8:30 PM. - Banquet Speaker: Howden	

MAR 5 1970

ATLANTA URBAN CORPS

30 COURTLAND STREET, N.E. / PHONE [404] 524-8091 / ATLANTA, GEORGIA 30303

March 4, 1970

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street N.W.
Atlanta, Georgia

Dear Mr. Anthony:

I regret that you were unable to attend our summer planning meeting on February 20, 1970. In that meeting we discussed concepts and procedures of the Atlanta Urban Corps. The response to the presentation by the group of social action agencies that were assembled has been quite rewarding.

There are several agencies that, in our judgment, would afford especially good opportunities for students to be of community service. The Southern Regional Council is one such agency. I feel that there are several areas of research, implementation, and organization within your scope which could benefit from the services of interested students. At the same time I feel these projects, if typical of the SRC, operation could be significant benefit to the students all-around growth.

If you have any questions regarding our program or the development of internships please call. We are most eager to work with you to establish a meaningful relationship for us both.

Sincerely,

Ken Millwood

Ken Millwood
Director

KM/aw

March 9, 1970

Dr. Leland DeVinney
Associate Director
The Rockefeller Foundation
111 West 50th Street
New York, New York 10020

Dear Dr. DeVinney:

I too look forward to seeing you, and plan to be in New York on March 17 and 18. I will leave lunch open on both those days, and will call your office on the morning of the 17th to determine if either date is convenient for you.

John Lewis, the new Director of our Voter Education Project and Emory Via, the new Director of our Resources Development Center, will be with me, and will be available to join us for lunch if you would like to have them.

Sincerely,

Paul Anthony
Executive Director

PA:jb

The Rockefeller Foundation
111 WEST 50th STREET, NEW YORK, N.Y. 10020

MAR 6 1970

HUMANITIES AND SOCIAL SCIENCES

CABLE: ROCKFOUND, NEW YORK
TELEPHONE: COLUMBUS 5-8100

March 5, 1970

Dear Mr. Anthony:

Thank you for your memorandum respecting the program of the Southern Regional Council, Inc. in relation to the new tax law. I am bringing this to the attention of our administrative officers who, I know, will be glad to have it for our records.

I will look forward to seeing you when you are in New York later this month. If you would like to have lunch with me at the Foundation, and can give me a little advance notice, I may be able to include in the conversation some of the other officers who would be interested in hearing your report.

Sincerely yours,

Leland DeVinney

Leland DeVinney
Associate Director

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
Five Forsyth Street, N.W.
Atlanta, Georgia 30303

LCD:dc

THE POTOMAC INSTITUTE, INC.
1501 Eighteenth Street, N.W. • Washington 36, D.C.

MAR 9

FOR YOUR INFORMATION

3/4/70

Paul,

Here is something, God help us! Penny also has it. Let here know your reactions.

Best,

Harold

HAROLD C. FLEMING

DRAFT

1970

file

This Citation

Is Presented to

FREDERICK B. ROUTH

By His Friends and Colleagues

In Recognition of His Outstanding Service

As Executive Director of NAIRO

To the Field of Intergroup Relations and Its Practitioners,

And in Warm Gratitude for the Rich Contribution

He Has Made to All of Us

Not Only Out of His Experience and Ability

But Also Out of His Great Personal Capacity

For Sensitivity, Commitment, and Friendship.

[Date of Presentation]

DRAFT

Overall Plans for the Annual Meeting of NAIRO

Two basic subjects seem to be of overriding importance to NAIRO members this year. These, as they relate to minorities in our country, are political development and economic development. While these are broad topics and will give us an opportunity to discuss almost any specific issue -- for instance -- education, a particular effort will be made to address the meeting specifically to the subjects of where we stand in political development and where we stand and what we ought to be doing relative to economic development. Of course, every effort will be made to focus within these topics on all minorities, all geographical areas, and rural as well as urban situations.

Physically, we plan to keep speeches to an absolute minimum and to have the meeting structures in such a way that a relatively large number of small groups will meet to deal with specific topics. The effort will be to have a maximum of genuine exchange between knowledgeable and concerned people.

NAIRO TASK FORCE ON EXECUTIVE RESPONSIBILITY IN INTERGROUP RELATIONS

CHARGE To prepare a new revised and updated edition of the NAIRO report on Executive Responsibility in Intergroup Relations", which was presented to President John F. Kennedy in 1961 and which he regarded as "an example of the vital service which NAIRO can render on an increasing scale".

To consider some of the differences between now and 1961

(In 1961, we were trying to get intergroup relations concerns recognized by the Federal Executive Branch. Now, the civil rights and poverty revolution is the major domestic concern of every branch of government on every level. In 1961, we were trying to get some intergroup relations specialists hired and their services more widely used in departments and agencies. Now, the Federal government is the largest employer of intergroup relations specialists. In 1961, we were trying to get the President to exert civil rights leadership. Now, the President has in many ways, pre-empted the field. Since 1961, we have had such developments as the White House Conference on Civil Rights; the death of Martin Luther King, Jr., and Robert Kennedy; a decline in the forcefulness of the nation-wide civil rights movement; a 1968 Civil Rights and Fair Housing Law; a feeling among many, that the future of American society in the next decade will depend upon the new progressive forces of our time: the minority poor and the students. Also, the present trend toward participatory democracy, and the new Federal Administration which takes office in January, and which must address itself to the demands for a radical reconstruction of the American environment.)

TIME TABLE Final report due within first 100 days of new Administration.

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1,400 of your friends *(and mine)* **join me in saying...**

"Let's Go Together... We're Going Your Way!"

When you "go the easy way" with us, you always see me, the operator. But I'm sure not alone in getting you to your destination safely, on time and in a comfortable, clean bus. It takes the help of a lot of swell, hard-working guys who are my friends and yours, too.

There are the mechanics who check the brakes and steering and keep the motors tuned . . . the folks who service the buses daily . . . the men who study routes constantly to give the best service we can to the most people at the right times . . . and those who keep on their toes when extra service is needed for special occasions. There's the pleasant lady at the information desk, ready to tell you the quickest, easiest way to get from place to place . . . and the management men who have to tie all the departments into one smooth-working system. All of us are working hard to see that *everything is up-to-date* in Kansas City, and to keep it that way.

So, when the bus pulls up to your stop, it is *all of us*, working together, who get it there, to bring you a safe, dependable ride. We all say: "Let's go together — *more often!* We're going *your* way — *every day!*"

Your friend, the Operator

Transit Map & Guide
OF GREATER
KANSAS CITY

JUNE 23, 1957

Let's Go Together... We're Going Your Way!

KANSAS CITY PUBLIC SERVICE COMPANY

KANSAS CITY PUBLIC SERVICE CO.

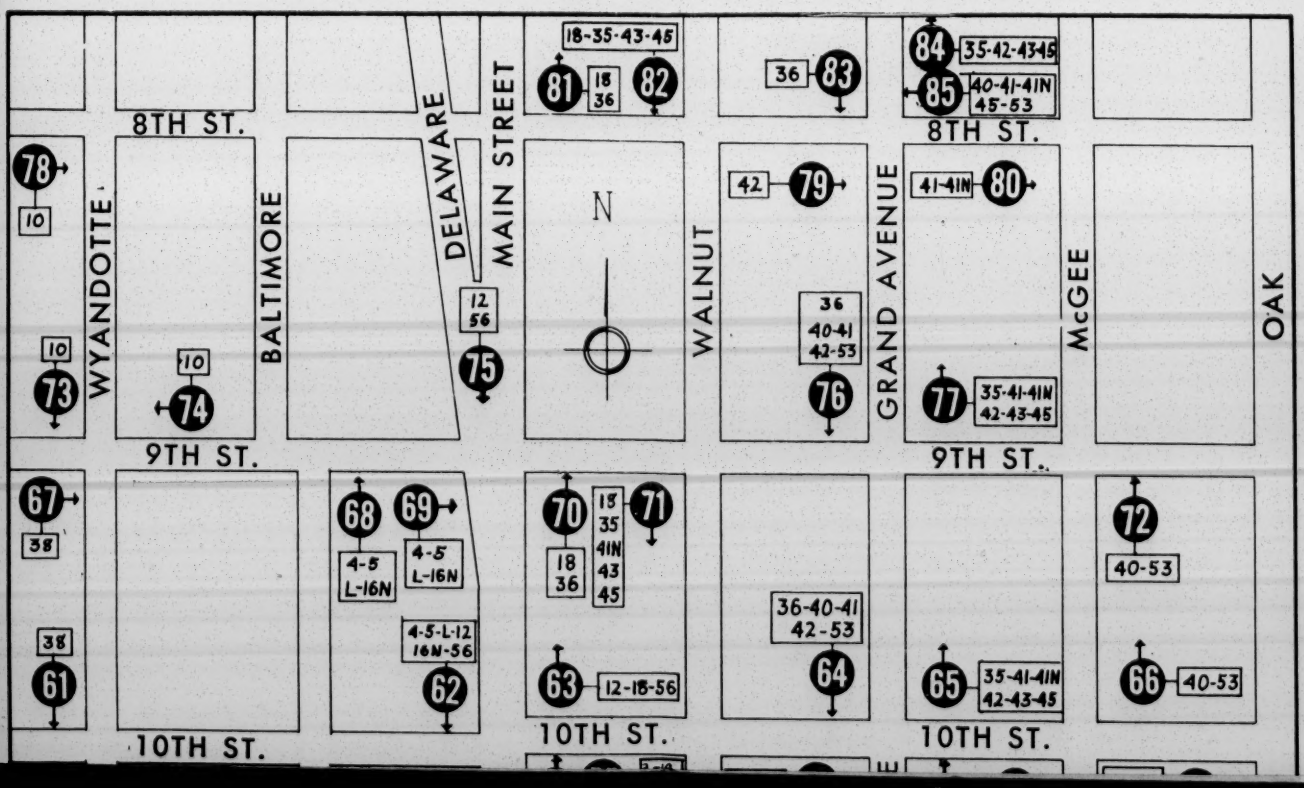
1627 MAIN STREET
KANSAS CITY 8, MISSOURI

Downtown KANSAS CITY, MISSOURI

This special map of Downtown Kansas City, Missouri, will enable you to easily determine the bus lines serving the Downtown district and where the particular bus line in which you are interested makes its stops.

The bus **stops** are numbered 1 through 85 and are indicated by the numbers in the **black circles**. The arrow on the circle indicates the direction in which the bus will be traveling when it stops at that particular location. The bus **routes** are indicated by the **black numbers** in the rectangles.

The combined use of the "Key to Bus Stops" (shown at the left) and the Downtown map will enable you to easily get the information you want. For example, if you wanted to know where the "Broadway-Ward Parkway" bus makes its stops, you would locate that route in the "Key" and find, listed to the right, stops Number 1, 11, 20, 37, 52, 68, 69, 62, 31, 16 and 7, which you would then locate on the map. Conversely, if you wanted to know what routes served stop Number 2, on Main Street at 14th, you would look for routes Number 12 and 56 in the "Key" and find listed to the right "31st Street" and "Country Club".



When you "go the easy way" with us, you always see me, the operator. But I'm sure not alone in getting you to your destination safely, on time and in a comfortable, clean bus. It takes the help of a lot of swell, hard-working guys who are my friends and yours, too.

There are the mechanics who check the brakes and steering and keep the motors tuned . . . the folks who service the buses daily . . . the men who study routes constantly to give the best service we can to the most people at the right times . . . and those who keep on their toes when extra service is needed for special occasions. There's the pleasant lady at the information desk, ready to tell you the quickest, easiest way to get from place to place . . . and the management men who have to tie all the departments into one smooth-working system. All of us are working hard to see that *everything is up-to-date* in Kansas City, and to keep it that way.

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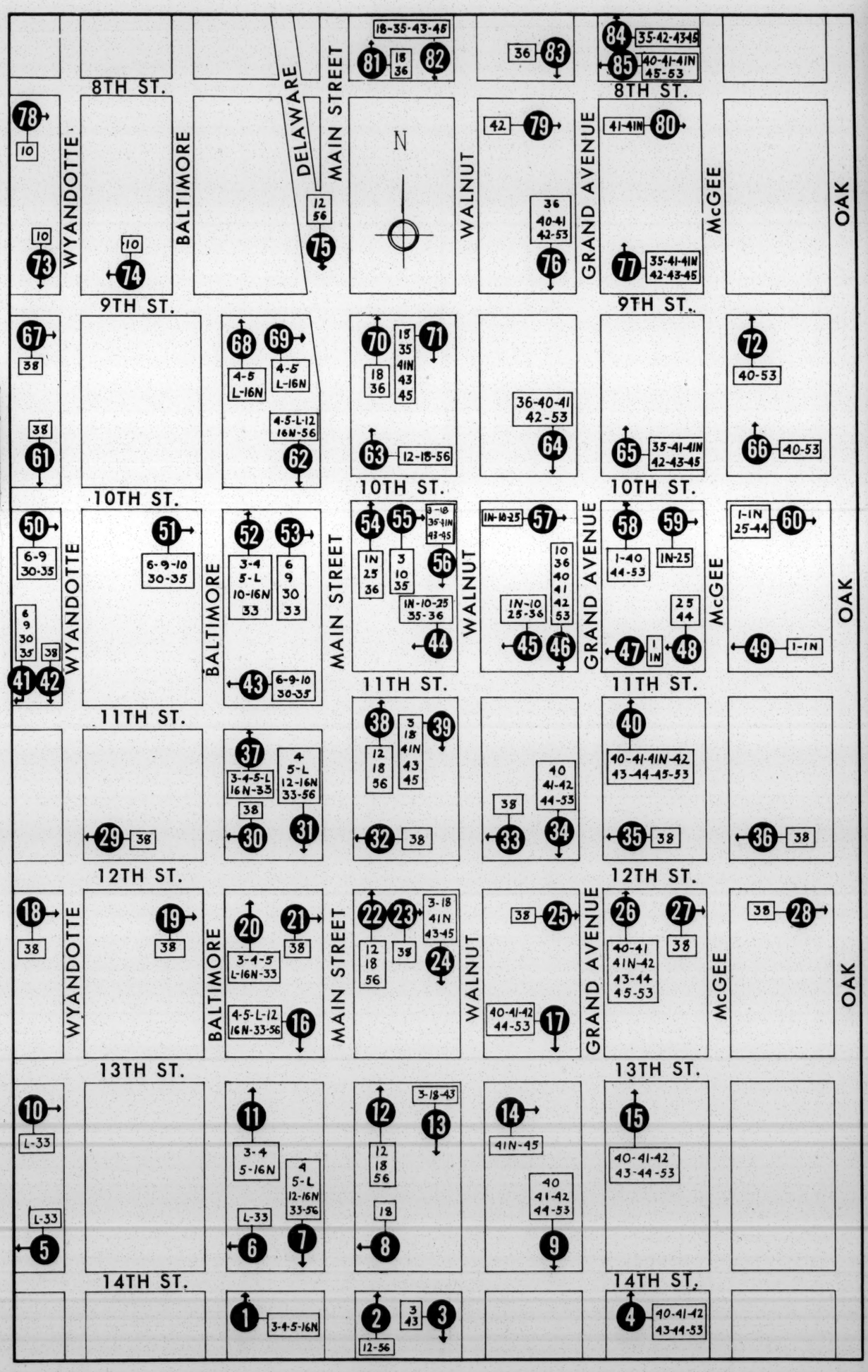
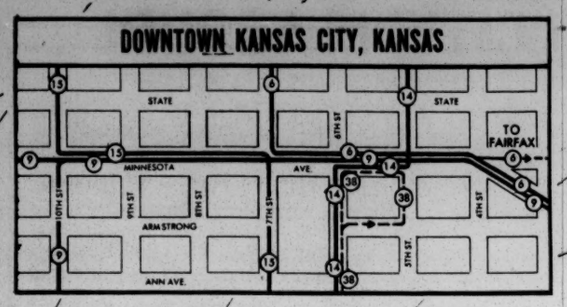
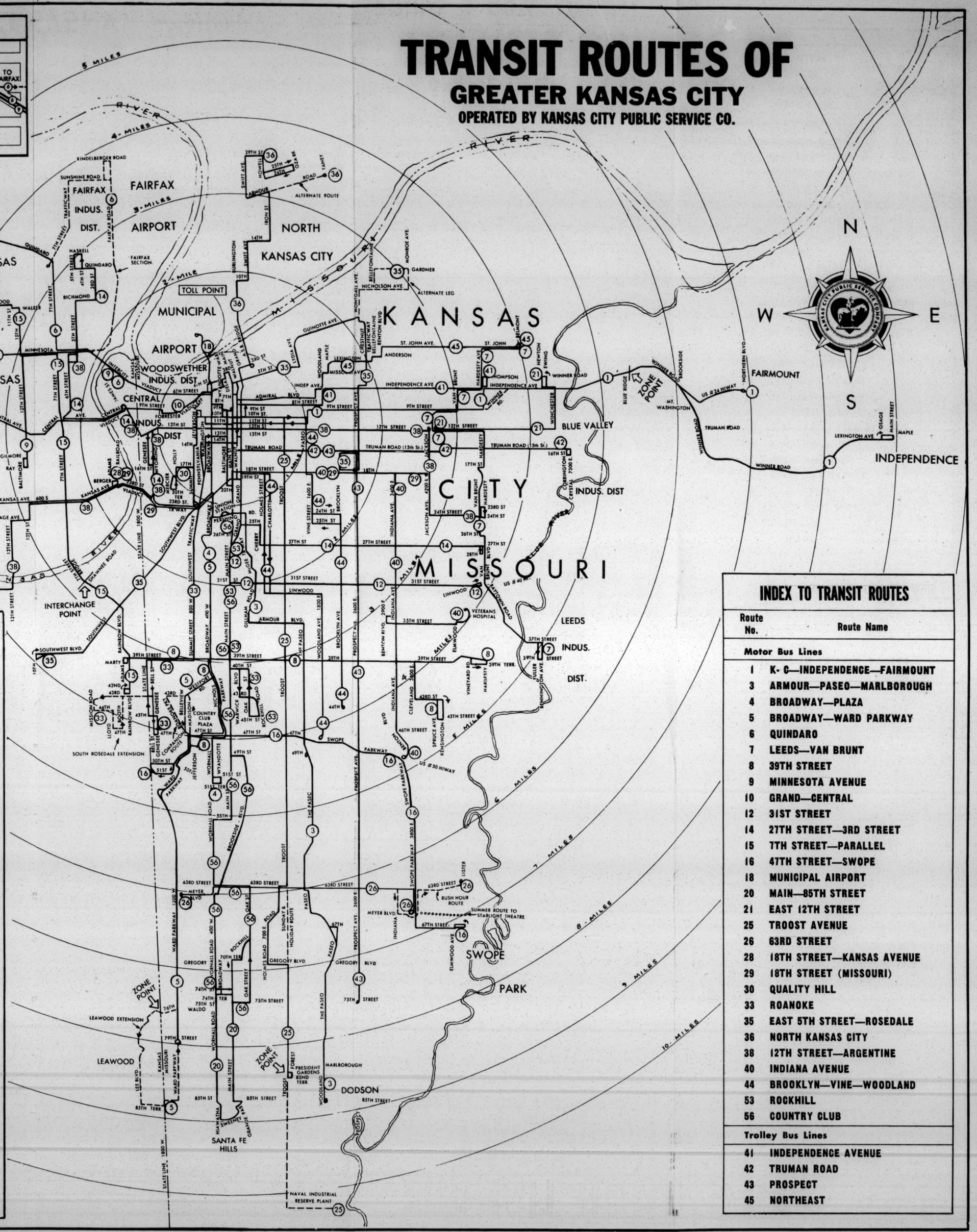


KEY TO BUS STOPS IN *Downtown* KANSAS CITY, MISSOURI

Route No.	Route Name	Board at Stop Number:
1	K. C.—INDEPENDENCE—FAIRMOUNT	49 47 58 60
1N	K. C.—INDEPENDENCE (Nite, Sun. & Holidays)	49 47 45 44 54 57 59 60
3	ARMOUR—PASEO	1 11 20 37 52 55 56 39 24 13 3
4	BROADWAY—PLAZA	1 11 20 37 52 68 69 62 31 16 7
5	BROADWAY—WARD PKWY.	1 11 20 37 52 68 69 62 31 16 7
L	LEAWOOD EXPRESS	10 20 37 52 68 69 62 31 16 7 6 5
6	QUINDARO	50 51 53 43 41
9	MINNESOTA	50 51 53 43 41
10	GRAND CENTRAL	78 73 51 55 57 46 45 44 43 52 74
12	31ST STREET	2 12 22 38 63 75 62 31 16 7
16N	47TH SWOPE (Nite, Sun. & Holidays)	1 11 20 37 52 68 69 62 31 16 7
18	MUNICIPAL AIRPORT	8 12 22 38 63 70 81 82 71 56 39 24 13
25	TROOST AVE.	48 45 44 54 57 59 60
30	QUALITY HILL	50 51 53 43 41
33	ROANOKE	10 20 37 52 53 31 16 7 6 5
35	EAST 5TH—ROSEDALE	82 71 56 44 43 41 50 51 55 65 77 84
36	NORTH KANSAS CITY	83 76 64 46 45 44 54 70 81
38	12TH ST.—ARGENTINE	18 19 21 23 25 27 28 36 35 33 32 30 29 also 67 61 42
40	INDIANA	4 15 26 40 58 66 72 85 76 64 46 34 17 9
41	INDEPENDENCE AVE.	85 76 64 46 34 17 9 4 15 26 40 65 77 80
41N	INDEP. AVE. (Nite, Sun. & Holidays)	85 71 56 39 24 14 26 40 65 77 80
42	TRUMAN ROAD	4 15 26 40 65 77 84 79 76 64 46 34 17 9
43	PROSPECT	4 15 26 40 65 77 84 82 71 56 39 24 13 3
44	BROOKLYN—VINE—WOODLAND	48 34 17 9 4 15 26 40 58 60
45	NORTHEAST	82 71 56 39 24 14 26 40 65 77 84
53	ROCKHILL	4 15 26 40 58 66 72 85 76 64 46 34 17 9
56	COUNTRY CLUB	2 12 22 38 63 75 62 31 16 7

TRANSIT ROUTES OF
GREATER KANSAS CITY
OPERATED BY KANSAS CITY PUBLIC SERVICE CO.





FARES — Adult fare is 20 cents cash. Cash fare for high school students is 15 cents when valid high school identifcation card is presented (identification cards are issued through high schools at 50 cents each). Children 5 years old and under 12 pay a cash fare of 10 cents each. (Ticket fares for children at the rate of 6 for 50 cents are available at our General Office or at our Divisions.)

EXTRA FARE POINTS — An extra fare of 5c will be charged as follows: For trips beyond zone points at Blue Ridge Blvd. & Highway 24 and at 76th & State Line or 79th & Ward Parkway; toll fee on the Kansas City Broadway Bridge; interchange fee at 7th St. & Shawnee Rd. for transfer to Argentine Transit Lines. An extra 10c fare will be charged all passengers boarding or alighting south of President Gardens on Troost Ave. in either direction.

TRANSFERS — Free transfers are issued on request, but **only at the time fare is paid,** and passenger must state destination. Transfers are not good for stopover, and are good only at first connecting or intersecting point, except as provided by regulations on back of transfer. Transfers are to be used only by the persons to whom issued. In case operator refuses to accept any transfer, passenger shall pay fare and may present claim at principal office of Company (1627 Main Street.)

DOWNTOWN REDUCED FARE ZONE — You may ride for 10 cents within the Downtown Reduced Fare Zone, which is the rectangular area formed by intersecting points at 3rd & Main, 20th & Main, 12th & Troost, and 12th & Beardsley Road (the Bluffs). Upon boarding the vehicle, put 10 cents in the fare box and give 10 cents to operator, who will issue fare receipt. Give fare receipt to operator when leaving and he will refund 10 cents. Transfers for travel within the zone issued on request at time fare is paid.

INFORMATION — LOST ARTICLES — For route and schedule information or inquiry on lost articles, call our Information Desk, GRand 1-0050.
7:00 A. M. to 8:00 P. M., Mondays through Fridays, and 7:00 A. M. to 2:30 P. M., Saturdays and Sundays.

INDEX TO TRANSIT ROUTES

Route No.	Route Name
Motor Bus Lines	
1	K-C—INDEPENDENCE—FAIRMOUNT
3	ARMOUR—PASEO—MARLBOROUGH
4	BROADWAY—PLAZA
5	BROADWAY—WARD PARKWAY
6	QUINDARO
7	LEEDS—VAN BRUNT
8	39TH STREET
9	MINNESOTA AVENUE
10	GRAND—CENTRAL
12	31ST STREET
14	27TH STREET—3RD STREET
15	7TH STREET—PARALLEL
16	47TH STREET—SWOPE
18	MUNICIPAL AIRPORT
20	MAIN—85TH STREET
21	EAST 12TH STREET
25	TROOST AVENUE
26	63RD STREET
28	18TH STREET—KANSAS AVENUE
29	18TH STREET (MISSOURI)
30	QUALITY HILL
33	ROANOKE
35	EAST 5TH STREET—ROSEDALE
36	NORTH KANSAS CITY
38	12TH STREET—ARGENTINE
40	INDIANA AVENUE
44	BROOKLYN—VINE—WOODLAND
53	ROCKHILL
56	COUNTRY CLUB
Trolley Bus Lines	
41	INDEPENDENCE AVENUE
42	TRUMAN ROAD
43	PROSPECT
45	NORTHEAST

The

EDITORIAL POSITION

of the

Arkansas Gazette.

IN THE LITTLE ROCK SCHOOL CRISIS

✦

September 1 - October 25, 1957

The following chronology sets forth the sequence of events in the integration crisis at Little Rock Central High School. Also reprinted here are the editorials which reflect the reaction of the Arkansas Gazette at each stage of development.

The majority of the editorials were written by the Gazette's executive editor, Harry S. Ashmore, although some were contributed by other members of the editorial page staff. They reflect the considered policy judgment of this newspaper.

J. N. Heiskell
President and Editor

Chronology of Events

Here is a chronology of events leading to the present Little Rock school integration stalemate:

1954

May 17—The United States Supreme Court ruled racial segregation in the public schools unconstitutional.

May 22 — The Little Rock School Board issued a policy statement that said it would comply with the Supreme Court decision when the Court outlined the method to be followed and the time to be allowed.

August 23—NAACP petitioned School Board for immediate integration.

1955

May 24—The Little Rock School Board adopted a plan of gradual integration under which high school-level grades would be integrated starting September, 1957, if a third general high school (Hall High) were completed by that time. During the following six years, the remaining classes would be integrated with the lower grades the last to be affected. Students would be permitted to transfer to schools where their race was in the majority.

May 31—The Supreme Court instructed local school boards and federal district courts to integrate the schools at the earliest possible date.

1956

January 24 — Twenty-seven Negroes attempt to register in Little Rock schools but were refused.

February 8—A suit filed by the National Association for the Advancement of Colored People charged that 33 Negro children had been denied admittance to four Little Rock schools solely because of race.

March 1—The School Board called the NAACP demand for hasty integration "unwise, unworkable and fraught with danger."

August 28—Federal Judge John E. Miller dismissed the NAACP suit, declaring that the Little Rock School Board had acted in "utmost good faith" in setting up its plan of gradual integration. He retained jurisdiction to see that the Board went on with its plan. The NAACP appealed.

1957

February 19—The Arkansas Senate gave final legislative approval to four "segregation bills" which (1) created the State Sovereignty Commission; (2) removed the mandatory school attendance requirement at all integrated

schools; (3) required the registration of certain individuals and organizations; and (4) authorized school boards to use school funds in the fight against integration.

February 26—Governor Faubus signed all four segregation bills into law.

March 16—Wayne Upton and Henry V. Rath were elected to the School Board by conclusive margins over two avowed segregationists, Robert Ewing Brown and Dr. George P. Branscum. Upton and Rath had endorsed the gradual integration plan.

April 27—The Eighth Circuit United States Court of Appeals at St. Louis upheld the School Board plan by upholding Judge Miller's dismissal of the NAACP suit.

July 10—NAACP announced that it would not appeal further its suit of February 8, 1956.

August 16—Ten Arkansas Negro ministers contest the validity of the four segregation acts in a suit filed in federal District Court. (Suit still pending.)

August 16—William F. ("Billy") Rector, Little Rock insurance man, asked for a declaratory judgment in Pulaski Chancery Court on the validity and effect of the segregation acts. (Still pending).

August 20—Mrs. Eva Wilbern, mother of a Central High student, sought an order in Pulaski Chancery Court that would force Little Rock School officials to permit Central High students to transfer to a segregated school if they did not wish to attend integrated classes. (Still pending).

August 27—Mrs. Clyde Thomason, recording secretary of the Mothers' League of Little Rock Central High School, filed suit in Pulaski Chancery Court, seeking a temporary injunction against school integration.

August 29—Pulaski Chancellor Murray O. Reed granted the temporary injunction sought by Mrs. Thomason, basing it on the testimony of Governor Faubus that integration would lead to violence.

August 30—Federal District Judge Ronald N. Davies nullified the Pulaski Chancery Court injunction and ordered the School Board to proceed with its gradual integration plan with the opening of school September 3. Another order issued by Judge Davies enjoined "all persons in any manner, directly or indirectly," from interfering with the integration plan.

September 2, Governor Faubus ordered the National Guard to Central High School because of "evidence of disorder and threats of disorder" and because the litigation on the state anti-integration laws had not been completed. After that the School Board instructed nine Negro students who had registered at Central High not to attempt to attend school.

September 3—Federal Judge Ronald N. Davies ordered that integration be started September 4. Governor Faubus announced that the National Guard would remain at Central High.

September 4 — Nine Negroes attempted to enter Central High but were repulsed by the National Guard. Mayor Mann termed Governor Faubus' claim of threatened violence a "hoax." Mr. Faubus telegraphed Persident Eisenhower to stop "unwarranted interference of federal agents."

September 5—The School Board asked Federal District Court to temporarily suspend its integration plan. President Eisenhower notified Mr. Faubus that the federal constitution "will be upheld by every legal means" and asked that he give "full co-operation to the United States District Court."

September 6—Governor Faubus offered to tell federal authorities, in another telegram to Mr. Eisenhower, evidence of the threatened violence to which he had alluded.

September 7—Federal Judge Davies denied the School Board's request for a temporary suspension of the integration plan and ordered Central High integrated Monday.

September 8—Mr. Faubus went on national television to re-affirm his stand and insist that the federal government retreat from its demand for integration. He declined to produce evidence of reported violence. He was "the preservator of the peace," he said. Eight of Little Rock's 10 aldermen sided with the governor in his feud with Mayor Mann.

September 9—Judge Davies directed federal authorities to bring proceedings for an injunction against Mr. Faubus and two National Guard officers to prevent them from interfering with integration.

September 14—Governor Faubus confers with President Eisenhower at the vacation White House at Newport, R. I.

September 20 — Judge Davies ruled that Mr. Faubus had not used troops to preserve law and order and enjoined him and the National Guard from inter-

fering with integration. The governor's attorneys, in an extraordinary move, walked out of the hearing. In the early evening Mr. Faubus removed the National Guard from Central High School, ending his 17-day military encounter with the federal government. Little Rock police moved in.

September 23—A mob of 1,000 rampaging whites fought, cursed and wept as the nine Negro children entered a side door at Central High. City police couldn't handle the mob. Shortly before noon the nine Negroes were removed for their safety. President Eisenhower called the rioting disgraceful and signed a proclamation clearing the way for use of federal troops to stop it.

September 24—Members of the 101st Airborne Division, 1,100 officers and men, rolled into Little Rock at nightfall after flying to the Little Rock Air Force Base from Fort Campbell, Ky. The Arkansas National Guard was placed under federal orders and mobilized.

September 25 — Under troop escort, the nine students entered Central High School. Brooks Hays called on Little Rock's "latent leadership" to assert itself.

October 1—President Eisenhower said Mr. Faubus reneged on an agreement conveyed to him by four Southern governors just as all parties were on the brink of a solution for removing federal troops from Little Rock. The Southern governors accused Mr. Faubus of changing the meaning of his statement after the president had accepted it.

October 2—Twenty-five business and civic leaders at Little Rock adopted a "Statement of Objective and Rededication of Principles," calling for peaceful compliance with court orders.

October 7—Governor Faubus charged that federal troops had invaded the privacy of girls' dressing rooms at Central High. The White House said the charge was vulgar and untrue. Mr. Faubus said "We'll prove it when the time comes."

October 9—Mr. Faubus took the position at a press conference that only the withdrawal of the Negro students would end the crisis over integration at Central High School.

October 11—About 600 segregationist-minded persons attended a prayer service at Central Baptist Church, where ministers prayed for the removal of troops and for Governor Faubus.

October 12—Between 6,000 and 7,000 persons of all faiths gathered at 85 churches and synagogues to pray for a solution to the integration impasse.

October 15—Six Little Rock businessmen met privately with Mr. Faubus to discuss the integration crisis. There was no indication of progress. Army Secretary Brucker ordered 500 of the 1,000 paratroopers at Central High School withdrawn.

October 17—Federal Judge Ronald N. Davies dismissed a petition by Mrs. Margaret Jackson asking that a three-judge court order federal troops removed from Central High School.

October 18—Mrs. Jackson's attorney, Kenneth C. Coffelt said he would ask for the impeachment of Judge Davies because the judge "acted arbitrarily and without any legal precedent" in dismissing the suit for removal of troops. Governor Faubus said the state might file suit for removal of the troops.

October 21—The Army started releasing from active duty about 8,700 federalized Arkansas National Guardsmen and estimated the release would be completed by the end of October. It was disclosed that 1,800 men would be retained on an individual basis.

October 22—Representative E. C. ("Took") Gathings asked the Senate Judiciary Committee to investigate Judge Davies' handling of litigation in the integration dispute, and asked also that the FBI's "Gestapo methods" in investigations during the crisis be probed.

October 23—Governor Faubus assailed the editors and publisher of the Gazette whom he accused of slanting the news with reference to him in the integration dispute. The Arkansas County Judges Association, to whom Mr. Faubus made his speech, commended the governor's actions in the crisis and condemned President Eisenhower for sending federal troops to Little Rock.

October 24 — Governor Faubus said certain moves were under way that could lead to mediation conferences in the integration dispute. Mr. Faubus said he hoped that the resignation of Attorney General Herbert Brownell Jr. meant a change in the attitude of the Justice Department "from political motivation to one of impartial enforcement."

September 1, 1957

An Editorial

A Time of Testing

In his clear and forthright ruling in the Little Rock school case Federal Judge Ronald N. Davies has swept away the legal confusion generated by the apparent conflict between state and federal laws.

The judge ordered the Little Rock School Board to proceed on schedule with its plan for limited, gradual integration at the High School level—and he enjoined "all persons, in any manner, directly or indirectly, from interfering with the plan of integration as approved by the United States District Court."

This means that on Tuesday some 15 Negro children will be enrolled at Little Rock Central High School along with more than 2,000 whites. There are those who have suggested that this cannot be done without inciting the populace of this city to violence. They have, we believe, too little faith in the respect of our people for law and order.

We do not believe any organized group of citizens would under any circumstances undertake to do violence to school children of any race. And if there are any individuals who might embark upon such a reckless and indefensible course we have no doubt that our law enforcement officers can and will preserve order.

This is a time of testing for all of us. Few of us are entirely happy over the necessary developments in the wake of changes in the law. But certainly we must recognize that the School Board is simply carrying out its clear duty—and is doing so in the ultimate best interests of all the school children of Little Rock, white and colored alike.

We are confident that the citizens of Little Rock will demonstrate on Tuesday for the world to see that we are a law-abiding people.

September 4, 1957

An Editorial

The Crisis Mr. Faubus Made

Little Rock arose yesterday to gaze upon the incredible spectacle of an empty high school surrounded by National Guard troops called out by Governor Faubus to protect life and property against a mob that never materialized.

Mr. Faubus says he based this extraordinary action on reports of impending violence. Dozens of local reporters and national correspondents worked through the day yes-

terday without verifying the few facts the governor offered to explain why his appraisal was so different from that of local officials—who have asked for no such action.

Mr. Faubus contends that he has done nothing that can be construed as defiance of the federal government.

Federal Judge Ronald N. Davies last night accepted the governor's statement at its face value, and ordered the School Board to proceed on the assumption that the National Guard would protect the right of the nine enrolled Negro children to enter the high school without interference.

Now it remains for Mr. Faubus to decide whether he intends to pose what could be the most serious constitutional question to face the national government since the Civil War. The effect of his action so far is to interpose his state office between the local School District and the United States Court. The government, as Judge Davies implied last night, now has no choice but to proceed against such interference or abandon its right to enforce its rulings and decisions.

Thus the issue is no longer segregation vs. integration The question has now become the supremacy of the government of the United States in all matters of law. And clearly the federal government cannot let this issue remain unsolved, no matter what the cost to this community.

Until last Thursday the matter of gradual, limited integration in the Little Rock schools was a local problem which had been well and wisely handled by responsible local officials who have had—and we believe still have—the support of a majority of the people of this city. On that day Mr. Faubus appeared in Chancery Court on behalf of a small but militant minority and chose to make it a state problem. On Monday night he called out the National Guard and made it a national problem.

It is one he must now live with, and the rest of us must suffer under. If Mr. Faubus in fact has no intention of defying federal authority now is the time for him to call a halt to the resistance which is preventing the carrying out of a duly entered court order. And certainly he should do so before his own actions become the cause of the violence he professes to fear.

September 6, 1957.

Of Arkansas And North Carolina

When a handful of Negro children prepared to enter Little Rock Central High School under court order Governor Faubus declared an emergency—and now one exists.

When a handful of Negro children prepared to enter white schools in three North Carolina cities Governor Hodges declared that there would be no emergency—and now all is calm in his state.

This contrast is of telling significance. These western and eastern anchors of the northernmost tier of Southern states have much the same topography and racial composition, and until this week they

had followed the same moderate approach toward the federal government's more recent rulings in the field of race relations.

It is no doubt true, as Governor Hodges said this week, that the majority of North Carolinians continue to favor voluntary segregation of the schools.

It is similarly true that the majority of Arkansas citizens continue to prefer segregation of the schools, although the percentage figures Governor Faubus is constantly spinning out of his head are without visible proof.

But it is beyond this point that the governor of Arkansas and the governor of North Carolina quit speaking the same language this week.

Governor Hodges took no stand either way on the fact of limited school integration undertaken by local authorities at Greensboro, Charlotte and Winston-Salem. The North Carolina governor simply said that "North Carolinians do not like lawlessness" and made it quite clear that anybody who had other ideas would be promptly dealt with. The handful of irresponsibles who have sought to cause trouble, as in the case of the white boy who threw a stick at a younger Negro girl at Charlotte, were immediately taken in hand—and by local authorities.

So on the second day of school in Charlotte there was no trouble at all. The Charlotte Observer reported that the city had settled down again. "The matter is over and done with and I do not believe there is even a remote possibility of any further trouble," said the editor of the Observer.

This is how it could have been in Little Rock had Governor Faubus not taken it upon himself to intervene in the situation with public statements expressing his fear of violence and in fact inciting it. When he called out the National Guard he did so without consulting any of the local authorities who bear the direct responsibility for maintaining law and order. He did not assist these officials but in fact defied them—just as he has defied the federal courts.

This was the significant point made by Mayor Woodrow Mann in his statement expressing deep resentment at "Mr. Faubus' unwarranted interference with the internal affairs of this city." And the mayor pointed out that his own police force had had no reports of inter-racial strife even after almost a week of extreme statements from the governor.

It is no answer to say, as Mr. Faubus has said in effect, that peace has prevailed in Little Rock only because he turned out the Guard. The Guardsmen are concentrated at three isolated points. The Negro and white citizens of this community are scattered all over the city, and so far they have quietly gone about their daily business without any friction.

No one can say now that this situation can continue indefinitely —not so long as the National Guardsmen in effect protect and encourage the whites who assemble daily at Central High School. Yet the terrible truth is that this unseemly spectacle is essential to the position Mr. Faubus has taken in his calculated course of direct defiance of the federal government. In order to sustain his position the governor must have a threat of violence. If the impasse continues long enough the chances are he will have it in fact.

We believe Mayor Mann spoke the sentiment of this community when he said:

> "I am sure a great majority of the people of Little Rock share my deep resentment at the manner in which the governor has chosen to use this city as a pawn in what clearly is a political design of his own. If any racial trouble does develop the blame rests squarely on the doorstep of the Governor's Mansion."

September 7, 1957.

The School Issue And the Courts

In his lengthy telegram to President Eisenhower asking for understanding and support, Governor Faubus said among other things that he had not had his "day in court" to explain why his fear of possible violence was so great that he had decided to call out the National Guard to prevent integration at Central High School.

We believe that the governor should have such a day—and that it should be in federal court as soon as possible.

There is, as it happens, a clear precedent. In a Texas case in 1932 the governor of that state called out the militia on the ground that the effort to enforce a federal law limiting oil production would produce violence. In a unanimous opinion written by Chief Justice Hughes the Supreme Court rejected two basic contentions of the Texas officials—first that the governor was personally beyond the jurisdiction of the federal courts, and second that the reason for his calling out the militia was not a proper matter for the court to consider. The Supreme Court held that the reverse was true in both instances—that the governor was subject to injunction in any constitutional matter and that his action in calling out the Guard to prevent violence where none yet existed was really the heart of the matter.

And the Court significantly noted further that in any event the only proper purpose for calling out the militia was to enforce the law, not to prevent its enforcement.

These are precisely the questions Governor Faubus has posed in the present case. Here as in the Texas action the heart of the matter is whether in fact the threat of violence was so real that Mr. Faubus was justified in preventing by force of arms the carrying out of a federal court order.

It is a question that must be settled if the impasse is to be resolved.

We hope, therefore, that Mr. Faubus is prepared to accept his "day in court" if it is offered to him, and in the act of accepting also indicate his willingness to abide by the court's final decision.

If he refuses the only assumption will be that he is embarked upon a course deliberately designed to test the powers of his state office against those of the federal government. Having used force himself he would thus invite the federal government to reply in kind—with consequences that defy the imagination.

September 8, 1957.

A Major Question: Is This Arkansas?

One major question which has arisen out of the issue of integration at Central High School is whether the nation-wide publicity the incident has brought will damage Arkansas's progress toward industrialization.

Some authorities do not want to be quoted on any aspect of a controversy which has been so heated. Some say there is yet no accurate way of determining the effect of this ugly spectacle on the minds of people who have been eyeing the nation-wide "This Is Arkansas" advertisements. And some feel that industrialists are more concerned with integration in their factories than in their communities' schools.

But Everett Tucker Jr., who as industrial director of the Little Rock Chamber of Commerce should be counted high among those authorities, did not equivocate on this question. Said Mr. Tucker:

"[The integration dispute] is going to set our industrial program back considerably. Such questions are being raised increasingly as time goes on. This has been one sphere where we have had no hesitancy in answering. We could make one of the best cases [for good race relations] of any city in the South.

"Now—and for the unpredictable future—whenever the subject comes to mind of an industry planning a Southern plant, it will immediately think of Little Rock as a 'hotbed' of segregation, which is not true at all."

According to reliable sources, one enterprise is now watching the Little Rock situation carefully and apparently with concern. Another one finally agreed to locate at Little Rock only after satisfying assurances had been given—as they could be at that time—concerning racial conditions.

The fact is that whatever the feelings of any industrialist may be on the issue of integration, he wants to settle in a well-ordered community which is not torn by strife, racial or otherwise. And the fact that the current situation is confined to Little Rock, while other Arkansas cities handled the problem peaceably, is likely to have little effect on the thinking of those who read an advertisement proudly announcing that "This Is Arkansas." When he turns to Page One of his newspaper these days, he may ask himself this question:

"Is This Arkansas?"

September 9, 1957.

Reflections in A Hurricane's Eye

This is written in a moment of relative calm — something like the eye of the hurricane of emotion that has beset this city and this state for the past week and is due to resume in full force a few hours from now when Governor Faubus appears before a national television audience to explain his position and defend it if he can.

Sunday is a good day for calm reflection, and we hope Arkansans are so using it. Sunday is a good day, too, to be reminded that in the current crisis there are questions not only of law and of politics, but of morality.

Somehow, some time the present impasse between Mr. Faubus and the federal courts must be resolved. That is the problem, and it is an extraordinarily complex one, that faces the responsible leaders of the city, the state and the nation. We can assume that they are working on it, and we can pray that they will find a way out before the final show-down of force against force which Mr. Faubus has so far invited.

But it is also an inescapable problem for each one of us. Somehow, some time, every Arkansan is going to have to be counted. We are going to have to decide what kind of people we are — whether we obey the law only when we approve of it, or whether we obey it no matter how distasteful we may find it.

And this, finally, is the only issue before the people of Arkansas. It is quite true that most of us would have preferred to continue segregation in the public schools. But it is equally true that we cannot do so lawfully except with the voluntary consent of the Negro people whose children have been declared legally eligible for admission to schools heretofore reserved for whites.

It is important to remember that for the most part the Negroes of this community have volunteered not to exercise the new privilege guaranteed them by federal law. They have accepted a plan of integration that involves only a tiny handful of members of their race.

They have done so reluctantly on their side, but with good will — because they have recognized that the School Board of Little Rock was proceeding in good faith to work out the best practical solution to what all parties agree is a problem that cries out for time and patience.

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This is the spirit in which the great majority of the white and colored people of this community accepted the School Board plan. Only a small and militant minority of whites urged upon Mr. Faubus the extreme course of interposing his state authority directly against the order of a United States Court.

We believe the great majority of whites supported the School Board last Tuesday—and still do despite the sensational events of recent days.

There are those, of course, who admire Mr. Faubus's courage, and in the calculated confusion of the hour have even come to believe that he may yet stand against the government of the United States.

There were also those, we suppose, who admired King Canute when he ordered the sea to turn back. But the sea did not turn back —and there is no indication that the federal government can or will abandon the authority of the United States Supreme Court.

The legal precedent is firm and clear. In the 1930's the governor of Texas called out the National Guard to prevent the enforcement of a federal law. The unanimous opinion written by Chief Justice Hughes concluded:

> If this extreme position could be deemed to be well taken, it is manifest that the fiat of a state Governor, and not the Constitution of the United States, would be the supreme law of the land; that the restrictions of the Federal Constitution upon the exercise of state power would be but impotent phrases, the futility of which the state may at any time disclose by the simple process of transferring powers of legislation to the Governor to be exercised by him, beyond control, upon his assertion of necessity. Under our system of government, such a conclusion is obviously untenable. There is no such avenue of escape from the paramount authority of the Federal Constitution.

This then is the law as interpreted by the Court whose voice on constitutional matters is final. It is the law that in the end will prevail — and on Sunday there must have been many who prayed that its enforcement will not increase the already heavy damage that has been done to the spirit of good will and brotherly love that prevailed before armed, uniformed men suddenly appeared unannounced on our quiet streets.

September 10, 1957.

—And Now Time Is Running Out

With each move and countermove Governor Faubus has drawn closer to a final show-down with the federal authorities. And now time is running out.

The Justice Department has been brought into the case and directed to prepare injunctive procedures against Mr. Faubus, his adjutant general, and the local commander of the National Guard units stationed around Central High School.

This means that unless the impasse can be resolved in the meantime by negotiation Mr. Faubus will face his final fateful decision—whether or not to accept the jurisdiction of the United States Court and carry out its directions, whatever they finally may be.

It is a moment of terrible decision for all concerned. Judge Davies has delayed it for more than a week, but during that period Mr. Faubus has given no indication of retreating from his position that the Guard troops were and are essential to the preservation of order in this community.

So the Court is now prepared to move with the full weight of the United States government behind it. No one could now predict what form its ultimate action will take, but no one has any reason to doubt that whatever may be necessary to uphold the federal law will be done.

Behind the scenes informal, unofficial negotiation is under way. And there is still reason to believe that the federal officials will avoid the show-down if they honorably can. Mr. Faubus, we believe, is of the same mind.

So there is still hope, then, as the last hours tick away that this tragic dispute can remain a matter of law and therefore subject to orderly settlement by judicial action—and that it will not be resolved into a contest of force against force.

The matter of how and why this impasse came about is no longer of moment. The only consideration of consequence is that it must be resolved—without further disorder, without abandoning the structure of the law, and without lasting bitterness if this is still possible.

We cannot believe that in the end responsible men on either side of this great, constitutional crisis will have it otherwise.

September 11, 1957.

Mr. Faubus Accepts Federal Jurisdiction

When Governor Faubus appeared before the Mansion yesterday to accept a subpoena for his appearance in United States District Court 10 days from now we assume that he also accepted the jurisdiction of that Court and will abide by its decision.

If this assumption is correct we may once more be on the only path that can lead to an orderly resolution of the impasse which was created when Mr. Faubus called out the National Guard and ordered them to prevent the entry of nine Negro children at Central High School.

Those Guardsmen, the governor indicated yesterday, will remain in position outside the school—presumably throughout the 10-day waiting period the Court allowed before proceeding with its injunctive process. We would like to think that the jeering crowd of whites outside the High School will disappear and that some semblance of order can be restored to the area.

The war, of course, is not over, but this 10-day armistice may serve the useful purpose of allowing all parties to consider the future as well as the present. It is not, in any event, a pleasant prospect, but if Mr. Faubus has now abandoned any plan he may have had for continued defiance of federal authority the present damage can be halted and much of it repaired.

The great need is for calm and reason. We have a better chance of obtaining it as a result of Mr. Faubus' actions yesterday.

September 12, 1957.

President Eisenhower And Governor Faubus

It is, we think, proper that Governor Faubus requested a meeting with President Eisenhower, and that Mr. Eisenhower agreed to see him.

It will not be, of course, in any sense a negotiating session. The final resolution of the impasse Mr. Faubus created when he called out his state troops to halt the execution of a United States Court order will come in the Court itself.

But some of the problems Mr. Faubus has raised clearly involve the executive branch of the government. It is well that Mr. Eisenhower should hear personally Mr. Faubus' viewpoint. If, as Mr. Faubus has insisted all along, his sole purpose was to preserve the peace he may even ask Mr. Eisenhower's help—and we presume he will get it.

But perhaps most helpful of all is that the meeting should serve to bring the controversy back into the realm of reason and end the unseemly display of naked force which has shocked and alarmed the nation and the world.

It is this newspaper's faith that no problem is beyond resolution by reasonable men of good will. And, as has been demonstrated in this city in recent days, when the irresponsibles rode high in the saddle, no problem can be solved by unreasonable men with hatred in their hearts.

September 13, 1957.

Brooks Hays Has Done His Duty

In a time of crisis a heavy personal responsibility rests upon elected public officials. They can betray their people by their actions. And they can also betray them by their failure to act.

In a real sense Representative Brooks Hays was performing a public service beyond the call of duty when he intervened in the Central High School impasse and established contact between Governor Faubus and the White House.

He could have stayed out of what is an obviously explosive political situation—and most politicians would have been tempted to do so. Instead he followed the dictates of his conscience and initiated the process by which Mr. Faubus will confer with Mr. Eisenhower at Newport tomorrow.

There cannot be any final resolution of the impasse at Newport, or even in a real sense any bargaining in that direction. That settlement can and will come as a result of further action by the United States Court. But Mr. Hays interprets the implication of the meeting as one in which both parties are "consistently paying tribute to the rule of law."

This, certainly represents a considerable gain. Arkansas, and for that matter the nation, owes Brooks Hays a great debt.

September 15, 1957.

Governor Faubus Got His Answer

In an effort to resolve a constitutional crisis which was wholly of his own making, Governor Faubus has now flown to Newport for an emergency conference with the president of the United States.

When it was all over yesterday afternoon it was clear that Mr. Faubus had obtained no concession from Mr. Eisenhower beyond a friendly smile.

And Mr. Faubus himself had to walk before the cameras and end the long train of double-talk with which he has sought to cloak his posture of naked defiance of the federal courts. Stripped of their face-saving phrases, here were his key words:

> "I have never expressed any personal opinion regarding the Supreme Court decision of 1954 which ordered integration. That is not relevant. That decision is

the law of the land and must be obeyed."

Then, with Mr. Faubus' capitulation safely on the record, Mr. Eisenhower applied the clincher when in his own statement he said:

"The governor stated his intention to respect the decision of the United States District Court and to give his full cooperation in carrying out his responsibilities in respect to these decisions.

"I am sure that it is the desire of the governor, not only to serve the supreme law of the land but to use the influence of his office in orderly progress of the plans which are already the subject of the order of the Court."

The District Court, of course, is the one in which Mr. Faubus has been summoned to appear before Judge Ronald N. Davies to show cause why he should not be enjoined from obstructing the law.

And the plan to which the president referred is the one which the Little Rock School Board worked out and had every reason to believe could peacefully be carried through before Mr. Faubus threw his armed troops around Central High School to forcibly prevent the entry of nine Negro children.

Many important questions remain to be resolved. Mr. Faubus has said nothing at this writing in regard to the possibility of keeping the National Guard on duty—but with new orders to preserve the peace against those who would thwart the law.

But the big question that Mr. Faubus raised has been clearly answered. The federal government will not back down. The law will be enforced. Mr. Faubus can join his efforts to that end, or he can sit it out. But he cannot expect to longer halt the machinery of the courts.

And so the peace that Mr. Faubus shattered can be restored to this town and if he no more than subsides, the responsible, law-abiding citizens of Little Rock can get on with their job of trying to heal the wounds he caused.

September 16, 1957

Mr. Faubus Also Needs a Dictionary

Perhaps the most remarkable of the many remarkable statements Governor Faubus has made in recent days was his comment at Newport "that changes necessitated by court orders cannot be accomplished overnight."

This, of course, is a statement of fact. No one, including the United States Supreme Court, contemplated that the shift from segregated to integrated schools could be accomplished in any Southern community at one stroke.

The real question here is Mr. Faubus' definition of "overnight."

The essential facts in the Little Rock case, which Mr. Faubus is obviously attempting to obscure are these:

(1). The Little Rock plan of integration was voluntarily evolved by the Little Rock School Board over a period of three years. It was a legal design intended to accomplish the minimum integration over the longest period of time permissible under the Supreme Court ruling.

(2). The plan was presented to the people of Little Rock in these terms and fully explained. School Superintendent Virgil Blossom himself made an estimated 200 speeches in this three-year period setting forth the plan in detail to interested white and colored parent groups.

(3). The National Association For the Advancement of Colored People, objecting that the plan was too gradual, brought court action

against the School Board. In federal District Court, before an Arkansas judge, the plan was held constitutional. On appeal to the Eighth Circuit Court of Appeals it was again upheld.

(4). In its final working, the Little Rock plan would admit a grand total of nine Negro children to previous all-white schools in this school year. Further integration would be spread over a period of seven years and the actual overlap of white and colored school population would be held to a minimum. On a voluntary basis, all colored schools would be continued for the foreseeable future.

Is this, by any rational definition, a program of "overnight" integration?

It seems to us, on the contrary, to be a sound design for meeting a difficult educational problem without any real change in the pattern of social segregation which prevails here and will continue for the foreseeable future.

Yet Mr. Faubus in effect has rejected this plan, carefully contrived by the local officials who bear direct responsibility for the public schools. Although he had never displayed either knowledge of, or concern with, the Little Rock program until he suddenly embarked upon a course designed to block it, he among other things assumed to himself the role of educational expert.

According to the United Press Mr. Faubus at Newport asked the president for a year's delay, in return for which the governor offered "to help prepare the people of Little Rock for integration."

And here, it seems to us, is the final irony. Here is a governor, who not only refused to support local school officials but in the end defied them, saying that he would educate the people to obey the law.

On the record to date it seems to us that Mr. Faubus was closer to the mark when he said, in the wake of his unwarranted action in calling out the National Guard, that all he could do for his people was weep for them.

September 18, 1957

Mr. Faubus' Poll and Some Percentages

In pursuance of his preoccupation with polls and percentage figures Governor Faubus said during his Sunday night TV turn with Mike Wallace that a poll of the Little Rock area had shown that "82 per cent of the people agreed that violence would have occurred had I not taken the action I did."

The fact that our own informal poll has revealed not one person who was polled by Governor Faubus' "scientific" pollsters is of no consequence, because the governor's 82 per cent figure is meaningless on its face: The man on the street has no source of private information on which to base such a judgment.

Governor Faubus's numbers kick started in the Democratic primary last summer, when he announced that 85 per cent of the people of Arkansas were in favor of continuing segregated schools, a bland assertion that invited comparison with a Little Rock radio station's assertion that 86 per cent of the people prefer country music. The temptation was to wonder how much overlap there was.

But by now the governor's magic 85 per cent figure has been firmly entrenched in Arkansas mythology. A great many of the people (precise percentage figure indeterminable) now firmly believe that 85 per cent of the people voted last year for segregation.

The actual percentage figures on the election in question—the November general election vote on three separate segregation proposals — break down this way:

Fifty-six per cent of the people supported the most extreme of the proposals, the Johnson "nullification" amendment; 61 per cent supported Governor Faubus's own interposition resolution; 72 per cent supported the most innocuous of the proposals, the initiated school assignment act, patterned after a Virginia plan since declared unconstitutional by a federal court.

Against those state-wide expressions of sentiment, we have a more recent referendum on the specific issue of the Little Rock School Board's court-approved plan for integration by stages. In that election 62 per cent of the people voted against one of two School Board candidates pledged to try to upset the existing plan; 64 per cent voted against the other.

From all these percentages, we submit that we and the governor may have been talking about two different things. It seems likely to us that 85 per cent, and more, of the white adults of this state would vote in favor of segregated schools, if the question could be put to them without qualification. However, we doubt that any sort of majority would so vote in favor of outright defiance of the federal government—which remains the only issue before the people of Arkansas.

September 19, 1957

Peace in Nashville, Chaos in Little Rock

One week after the school's opened under Nashville's integration plan the newspaper headlines said: Nashville Integration Crisis Over; School Officials Expect No More Trouble.

Two weeks after the schools opened in Little Rock the headlines around the world were still blaring news of the great crisis—and the National Guardsmen still stood around Central High with their bayonets aimed figuratively at the nine colored children who were denied entrance on Governor Faubus' order.

All this, despite the fact that there was real violence in Nashville and none at all in Little Rock.

Why the difference? The answer is in the attitude of the governor of Tennessee and the governor of Arkansas.

Governor Faubus says he has acted in such extreme fashion to preserve order. Governor Clement, however, has acted in the past —and stood ready to act this time —not only to preserve order but to uphold the law.

Thus Nashville has peace and Little Rock has an impasse that has already done immeasurable harm to the community.

In a recent television interview Governor Clement noted that in last year's Clinton troubles he called out the National Guard to quell the local demonstration and protect the right of the Negro children to attend school—as they had been ordered to do by a federal court. But, he noted, he did so only after a formal request for help from local authorities. And he did not order out the Guard in Nashville because no such request was made, and in fact was not necessary because the local police acted promptly and efficiently to take the situation in hand.

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Mr. Faubus' course has been directly opposite in the Little Rock case.

He refused to indicate, as did the governors of North Carolina and Tennessee, that he would support local authorities in upholding the law. On the contrary he took it upon himself to issue dire warnings of possible violence beyond their control—and then refused to divulge the sources of his information. Then, with no request for aid and even over the protests of

responsible local officials, he called out the Guard before the High School even opened.

In the intervening two weeks the Guard's mission has simply been to keep the Negro children from attending school. Neither the Guardsmen nor the State Police have followed the normal police procedure of moving to disperse the dwindling crowd which has assembled there daily. It is fair to say that the presence of the governor's forces has simply constituted a standing invitation to the assorted hecklers and a guarantee that they could without molestation keep watch for possible re-entry of the Negro students.

It is true that there is a difference in the Tennessee and Arkansas laws governing use of the Guard; Governor Clement is specificially forbidden to move without a local request for aid while Governor Faubus apparently is not.

But it is abundantly clear that there is also a great contrast between the two governors' concepts of their public duty. Mr. Clement has used his powers to uphold the law and preserve the peace; Mr. Faubus so far has used his to thwart the law and preserve a state of disorder.

September 20, 1957

Summer Will Come Again . . .

Now the scene shifts back to the federal court room, where it should have been all along.

This in itself brings a sort of order to the unseemly proceedings which have afflicted this community. Governor Faubus' apparent acceptance of the jurisdiction of the United States District Court means there can be an orderly resolution of the impasse Mr. Faubus created when he called out the National Guard to block the Court's order.

Yet at the same time Mr. Faubus has made it quite clear that he will not himself contribute to an orderly solution. He will, he has said, withdraw his forces from Central High School if he is ordered by the Court to do so. But he will do nothing to uphold the law and prevent the violence his flagrant actions have invited.

Here, then, is the naked political design under which the governor has operated from the beginning—and let no Arkansan forget it in the days ahead when the real issue is clouded by legalisms.

The good offices of Representative Brooks Hays, who served as an honest broker between the White House and the Mansion in an effort to negotiate a settlement failed because Orval Faubus could not bring himself to make the political sacrifice the reversal of his policy of defiance would have entailed.

The governor knows that he can retain the fickle loyalty of the extreme segregationists only by going all the way with them. To deviate, to return to the course of reason and honor and respect for the law, would be not only to lose their votes but cause them to turn on him with all the fury they have unleashed against him in the past.

So Orval Faubus has done what Jim Johnson promised to do in the campaign which Mr. Faubus won and Mr. Johnson lost. He has adopted the course preached before the Citizens Councils by Amis Guthridge. He has defied the government of the United States—and has gotten away with it so far.

In the end, of course, he will not get away with it. But he is winning now in the limited political terms in which he deals. In those terms, indeed, this may be his finest hour; he is a hero to the mob and behind his barricade of bayonets he is untouched by the shame he has brought to his more responsible fellow citizens.

But time passes and passions die and reason somehow is restored. Summer will come again, and a new campaign—and Mr. Faubus will have to count what he has lost against what he has gained.

It is too early to strike the political balance.

But the moral balance has been determined. In a time of testing for all the people of Arkansas Orval E. Faubus was found wanting.

September 21, 1957

Orval Faubus Vs. The Law of the Land

Yesterday afternoon Federal Judge Ronald Davies, after listening to competent testimony, held that the people of Little Rock are law-abiding citizens.

Last night Governor Faubus, who refused the day in court he once complained he had been denied, in effect held to the contrary.

In his television broadcast Mr. Faubus rejected the findings of a duly constituted court of law and substituted his own judgment. He did so, he contended, because of the Court's bias. And to sustain this charge Mr. Faubus argued that Judge Davies had issued his injunction on the basis of the testimony of "carefully screened" witnesses.

The witnesses who testified that they had found no threat of violence in Little Rock and had not requested the intervention of Governor Faubus and his state troops were:

(1) The mayor of Little Rock.

(2) The chairman of the Little Rock School Board.

(3) The superintendent of the Little Rock Schools.

(4) The principal of Central High School.

(5) The chief of Police of Little Rock.

These are the public officials who were directly charged with carrying out a gradual plan of integration voluntarily evolved by the elected representatives of this community. These are the public officials who were charged with proceeding with their plan by the highest judicial authority in the land—after the National Association For the Advancement of Colored People went to law to protest that the program was too gradual. These are responsible men, deeply rooted in this community, who had tried to do their duty as they saw it.

These are responsible public officials of Little Rock who believed —and so testified under oath—that they could have resolved a difficult social problem in good order and with good will had not Orval E. Faubus refused their pleas for support and instead embarked upon a course that invited violence and disorder.

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Carefully screened witnesses, Mr. Faubus said. Who else should have been called upon except those who live here, who have wrestled with the problem for more than four years, and who bear the final responsibility for the conduct of local affairs?

The truth is that the testimony before Judge Davies was in effect screened by Mr. Faubus himself—who ordered his attorneys to walk out of court before they were called upon to introduce the evidence of possible violence Mr. Faubus still says he has, but has refused to divulge.

This could have been, as we have said, Mr. Faubus' day in court. It was his opportunity to display for his own people, and for the world to see the evidence of impending disaster which he has repeatedly said prompted him to call out the National Guard to thwart the orders of the federal court.

He did not do so. Nor did he choose to subject those who testified against him to cross-examination. Instead he apparently has fallen back on the legalisms of states versus federal rights and has launched upon a course of court appeal—which, of course, is his right.

But in the meantime he has called off his troops and apparently washed his hands of any responsibility for upholding the law, which at intervals and even in his broadcast last night he still says he accepts. As usual Mr. Faubus has not made it clear whether his State Police will support local authorities in case of trouble—the simple act of duty he refused to agree to undertake in the long negotiations through which the White House patiently sought a settlement out of court.

Mr. Faubus last night for the first time fell back on the final defense of the demagogue. He sought to divert attention for his own role by charging that he is the victim of an evil conspiracy.

The truth is that there is only one issue:

Orval Faubus versus the law of the land.

September 23, 1957

The Conscience Of This Community

At Second Presbyterian Church yesterday the Reverend Marion A. Boggs offered a special prayer:

"We pray that all persons in authority be given wisdom, and we ask God to restrain the passions of violent men. We pray that we will not suffer the spirit of lawlessness to gain ascendancy in our community, and that all persons have the patience to wait the due process of law."

These solemn words had their echo in many other Little Rock churches yesterday. They bespeak the heart of the community.

And they have a special meaning for the public officials and peace officers who this morning may be called upon to perform a hard duty.

They speak for the great silent, mass of our people who abhor violence, respect the law, and would be ashamed for any child of any race to look upon the naked face of hatred.

Mayor Mann, the Public School authorities, and the peace officers on duty at Central High School are upholding not only the law but the true conscience of this community. We salute them.

September 24, 1957

Now We Face Federal Troops

The march of events in Little Rock over the last three weeks has now led to an inevitable climax.

Yesterday President Eisenhower made the hard and bitter decision he has sought to avoid. He will use federal troops to restore law and order to the City of Little Rock.

The president's language made his meaning unmistakable. To the White House reporters at Newport he read a statement in the numbered paragraphs of the old military man:

"I want to make several things very clear in connection with the disgraceful occurrences of today at Central High School in the city of Little Rock.

"1. The federal law and orders of a United States District Court implementing that law cannot be flouted with impunity by an individual or any mob of extremists.

"2. I will use the full power of the United States — including whatever force may be necessary

to prevent any obstruction of the law and to carry out the orders of the federal court."

We can hope that we may yet escape the tragic spectacle of federal soldiers deployed on the streets of Little Rock for the first time since the post-Civil War period of Reconstruction.

The decision is up to the members of the riotous mob which assembled yesterday at Central High School and finally passed beyond the control of the local police—who did their duty and did it well.

If these reckless men force the issue again this morning the federal troops will march—as they must march to restore order and end the intolerable situation in which this city now finds itself.

September 25, 1957

The High Price Of Recklessness

This is a tragic day in the history of the republic—and Little Rock, Arkansas, is the scene of the tragedy.

In one sense we rolled back our history to the Reconstruction era when federal troops moved into position at Central High School to uphold the law and preserve the peace.

Yet there was no denying the case President Eisenhower made in solemn words on television last night.

Law and order had broken down here.

The local police could not restore the peace with their own resources.

Governor Faubus had refused to use his state forces to enforce the law, and instead had used them to defy the order of a federal court—and in so doing had made this last, painful step inevitable.

And so the reckless course the governor embarked upon three weeks ago has raised old ghosts and tested the very fiber of the constitution. And, the greatest irony of all, he has by his acts and words dealt a major and perhaps a lethal blow to the cause of segregation which he purported to uphold.

We in Little Rock had perfected a plan to meet the Supreme Court's new racial requirements in education gradually and largely on our own terms. The federal courts had sustained us. But now Mr. Faubus and the angry, violent and thoughtless band of agitators who rallied to his call may well have undone the patient work of responsible local officials.

We can still hope that this will not be the case. Unhappy though it may be, the action of the president in using federal force will serve to restore the calm that is essential to an orderly approach to any problem. In the days ahead we as a people will, we believe, regain our perspective and accept the clear course of duty.

That is the job for all of us now—to restore the peace and sustain the law.

September 26, 1957

'Who Will Build Arkansas . . .'

Who will build Arkansas if her own people do not?

The floodlighted billboard legend stood out in Gazette Chief Photographer Larry Obsitnik's dramatic night shot of federal troops moving across the Broadway Bridge toward Central High school.

There were no state or community builders in the crowd that had provoked this humiliation for the law-abiding majority of Little Rock citizens. Among the adults in the

mob that had thronged around the high school for a number of days, there were no leaders of the established business community, no philanthropists or sustained supporters of worthy civic causes. Many of the crowd, by no means all of them from out-of-town, were forced to ask directions to the School — a circumstance which gave some indication of their prior interest in educational matters. These were not builders, but wreckers.

Among the teen-agers who joined the mob, there were no Student Body officers, no members of Honor Societies, no campus leaders of any kind. There were some who had not bothered to complete the high school advantages that had been offered to them, but who at the prospect of violence had suddenly become mortally concerned with the state of education in Little Rock Central High.

"Who will build Arkansas if her own people do not?"

Fortunately, the mobs in front of Central High School have at no time been in any sense representative of the people of Arkansas.

September 27, 1957

The Case For Orval E. Faubus

Governor Faubus added very little to his own case in his television address last night. He simply reiterated the position that he has taken from the beginning—that school integration is possible at Little Rock if only it had been conducted on a time schedule devised privately by the governor and never yet revealed to the public school officials charged by a federal court with admitting nine Negro students at this term.

The governor, indeed, sounded very much like an integrationist himself — particularly when he once again went out of his way to point out that his own son is now attending a state college which has been integrated with his support and approval.

The only significance of this latest exercise in double-talk lies in what the governor did not say.

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Mr. Faubus, for example, claimed that all of this city's present troubles stem from the imprudent actions of an "imported" federal judge.

What he did not say is that the Little Rock School Board is proceeding under the original order of Judge John Miller, whose roots are as deep in the Arkansas soil as are Mr. Faubus'. All the "imported" judge from North Dakota has done is direct Mr. Faubus not to interfere with the action of Judge Miller—and who could believe that any federal judge, whatever his background, would have done anything else?

The governor also charged that a group of local conspirators—including the executive editor of this newspaper—were largely responsible for the decision of the president of the United States and his administration to send federal troops to Little Rock to restore peace and order.

What the governor did not say is that the Arkansas Gazette is one of the last remaining Democratic newspapers in the country. Nor did he add the obviously pertinent information that the executive editor of the Gazette, on leave from his newspaper duties, spent more than 10 months of the 1955-1956 campaign year trying to defeat President Dwight D. Eisenhower and elect Adlai Stevenson—the candidate Mr. Faubus, incidentally, also supported.

It is, of course, human nature to try to find someone to blame for our troubles. All we can say is that in his hour of desperation, Mr. Faubus, who obviously has

more than his share in the wake of his reckless actions of the last three weeks, has nominated some unlikely candidates.

This newspaper deplores the presence of federal troops on the streets of Little Rock far more strongly than Mr. Faubus did in his speech last night.

And the truth the governor is now using the demagogue's tools to obscure is that this newspaper has drawn Mr. Faubus' unprincipled and unfounded condemnation not so much because it has criticized his actions but because from the beginning of this fiasco it has told him and his frenetic followers the simple and terrible truth—that if Mr. Faubus persisted in his course of naked defiance of the law of the United States there could be only one end result—and all of us would suffer under it.

The day Orval Faubus put armed and uniformed men around Central High School under his personal order to nullify the order of a United States District Court he invited a show of federal force. When he refused to accept the conciliatory gestures of a mild and patient president he made such a show certain. Now we have it.

September 29, 1957

What End Results In Other States?

Before any final action is taken in the matter of calling a special session of the legislature Governor Faubus and his advisors should amass a detailed report on what has actually been accomplished by the segregation legislation which has been enacted in other Southern states, in much the same atmosphere in which a meeting of the Arkansas General Assembly would be held at this time.

Many members would no doubt welcome the opportunity to go on record with expressions of their views and statements of their positions. But they should ask themselves just what could be achieved in the light of experience elsewhere in the South.

We don't think there is any use to talk about abolishing public schools. As a matter of fact the Arkansas Constitution provides that:

> Intelligence and virtue being the safeguards of liberty and the bulwarks of a free and good government, the state shall ever maintain a general, suitable and efficient system of free schools, whereby all persons in the state between the ages of six and 21 years may receive gratuitous instruction.

We must also seriously doubt the constitutionality of severely penalizing schools that integrate, especially if they integrate under orders of the courts.

We believe these considerations should appeal to the calm and considered judgment of Governor Faubus, of members of the General Assembly and the public as a whole.

September 30, 1957

Governor Faubus And the Record

It seems unlikely that the rest of the country was too much interested in the primitive campaign techniques Governor Faubus brought to a national TV network Thursday night, or in the governor's private, local feuds, for that matter.

However, the American Broadcasting Company did a real public service in bringing even that tragic spectacle before a national audience. The mere fact that Governor Faubus was being permitted to speak his piece in such fashion was enough to dissipate the notion he sought to peddle that Little

Rock was anything like Budapest under the Communists or Paris under the Nazis. To complete the analogy the governor would have had to be broadcasting by clandestine shortwave transmitter in the fashion of the French FFI or the Hungarian partisans.

As it was, the Arkansas governor was given full rein for his calculated distortion of the facts in the Little Rock School integration case. Because it said nothing new, Mr. Faubus' TV pitch was, perforce, much more notable for what it didn't say than what it did say.

In holding up newspaper photographs which he said would demonstrate that federal bayonets were harassing white students and innocent white adults, Mr. Faubus was careful not to hold up the earlier photographs of a Negro newspaperman being kicked in the face by a member of the white mob, or the still earlier one of the duly-qualified Negro girl being threatened by the same white mob while Governor Faubus' state guardsmen looked the other way.

At one point in the Thursday night broadcast Mr. Faubus looked up in pain to ask imploringly:

> Must the will of the majority now yield, under federal force, to the will of the minority, regardless of the consequences?

He did not mention that the Arkansas National Guard had been used to thwart the will of the 2-to-1 majority of the electors of the Little Rock School District, as expressed less than six months before the court-ordered opening of schools under a plan of gradual integration. The governor's action was, by his own version, taken as a result of the threats, not mere opinion, of a small minority of the people. It is reasonably clear by now that the governor's action was taken "regardless of the consequences."

October 1, 1957

The Power Of The Presidency

President Eisenhower cannot afford to get into any running argument with Orval Faubus or any of the other Southern political leaders whom the Arkansas governor has dragged out on the limb with him.

However, some of the things Mr. Eisenhower has already said badly needed saying.

As to the "Hitler" example, which both Governor Faubus and Senator Russell of Georgia had been unwise enough to allege against Hitler's conquerer, the president said with some understandable asperity:

> "I must say that I completely fail to comprehend your comparison of our troops to Hitler's Storm Troopers. In one case, military power was used to further the ambitions and purposes of a ruthless dictator; in the other, to preserve the institutions of free government. * * * When a state, by seeking to frustrate the order of a federal court, encourages mobs of extremists to flout the orders of a federal court, and when a state refuses to utilize its police powers to protect against mobs persons who are peaceably exercising their right under the Constitution, as defined in such court orders, the oath of office of the president requires that he take action to give the protection. Failure to act in such a case would be tantamount to acquiescence in anarchy and dissolution of the Union."

It cannot be said often enough in this tragic situation that the individual states, so far, have lost no "right" that they possessed before President Eisenhower moved federal troops into Little Rock and removed the Arkansas state guard from Governor Faubus's control. It is quite true, as Mr. Faubus says, that next day or next year, the federal government might have to

move in similarly direct fashion in a Northern labor dispute. Indeed, it already has.

What Mr. Faubus apparently did not realize until too late is that every president from Washington forward has lived with the knowledge that, if pressed, he had to assert the supremacy of the federal authority, as Washington did in Pennsylvania's so-called "Whiskey Rebellion." The result of that first test of the federal executive's resolution, the historians are agreed, was to strengthen the central government.

Only the relative infrequency of such similar tests as Governor Faubus's act of defiance has served to keep the federal government at such distance from direct control of state affairs as it still maintains. It has been often remarked that the United States, unlike Britain, operates from a written Constitution, "a government of laws—not men." However, even the United States must operate from a body of unwritten constitutional law: A governor does have the power to call out the state guard to preserve the peace, at his own instance and for his own reasons. However, it is understood that state governors will use that power wisely, as a president must learn to use his far greater power wisely.

It is this awareness of unwritten limitations that accounts for much of the genius of the American political system, as a far greater reliance on the unwritten law accounts for the genius of the English system that gave it birth.

A president may use his power, prayerfully, and reluctantly. (Mr. Eisenhower has told Senator Russell that few times in his life had he been as "saddened" as he was by the necessity to take such a step as the one he now has taken.) But use it he must when he is challenged head-on. The alternative, as Mr. Eisenhower has duly noted, would be "anarchy and dissolution of the Union."

October 2, 1957

'Delay' and Some Background Events

In saying that President Eisenhower first was disposed to grant "more time" to Governor Faubus, but was "overruled" by Attorney General Brownell, U. S. News & World Report has merely repeated what had been publicly stated earlier by the governor himself.

The two reports obviously come from a common source, Mr. Faubus, and there is no reason to doubt their accuracy.

The task which Mr. Brownell faced was to demonstrate to the president that the courts of proper jurisdiction already had disposed of the Arkansas governor's plea for "more time" and that there was nothing the executive on his own could do about it, even if he were so disposed.

The chronology of the background events that led inexorably to the stationing of federal troops around Central High School cannot be examined too often by anyone really desirous of getting at the facts.

From that detailed chronology, two dates, almost exactly a year apart, stand out in glaring contrast.

On August 28, 1956, the NAACP served notice of appeal from the United States District Court's decision upholding the Little Rock School Board's plan to begin limited integration of Central High School in September of the following year, 1957. There was at the same time no protest or notice of appeal in the other direction from any group which felt that the School Board's plan was too hasty, rather than too slow, as the NAACP had alleged in filing its appeal.

It was not until August 27 of this year, just one week before the scheduled entry of nine Negro students into Central High School,

that the Mothers' League got into court or, indeed, had even been formed.

Governor Faubus has said repeatedly that he was not seeking to prevent integration at Little Rock; only to delay it until a time when the decision to go ahead would be his rather than the School Board's or the United States courts'.

The Central High mothers who do not belong to the Mothers' League, which is to say, the great majority, might fairly ask the militant League organizers where they were during the year since the Little Rock plan had been upheld by the federal District Court or even since last April, when it was upheld on appeal in the Eighth Circuit Court of Appeals.

October 3, 1957

The War of Nerves In Little Rock

Yesterday some of the leading citizens of Little Rock spoke out on behalf of law and order. They were, we believe, giving voice to the views of the vast, silent majority.

And there is, of course, a reason why the majority heretofore has been silent.

This city has been subjected to what can only be called a war of nerves.

A small, determined and militant minority, aided and abetted by the extreme posture of Governor Faubus, has set itself up as the voice of the community. And anyone who has dared to dissent from its violent views has been subjected to overt and covert threats of reprisal.

The weapons are the familiar ones—the threat of boycott against those who are in business, the threat of personal violence against those who are not.

The record shows how empty the threats really are. Perhaps the most remarkable single fact in this whole tragic episode is that there has been no real inter-racial violence—and that all of us, white and colored, have continued to go about our normal business without rancor even with troops in the streets.

But the threats serve their purpose. Any man is shaken by an anonymous telephone call threatening him or his family with bodily injury or economic destruction. And when the anonymous calls are multiplied by what is an obviously well-organized conspiracy they can become deadly.

This is how many decent citizens of this community have been, for the most part, silenced and to their shame portrayed to the world as a people who are willing to use any resort, including violence, to defy an unpopular law.

It is, we know, hard for any of us to retain his perspective when the air is filled with rumors carefully designed not only to distort the truth, but to promote panic.

But we know, too, that we are a people who cannot be finally intimidated—a people who will not let a minority rule them by terror. We in Little Rock believe in law and order, and when we speak out for it again we shall have it.

October 4, 1957

Now Tell Us Who Are 'My People'

Governor Faubus dodged the basic question of whether he had reneged on the language of truce terms with the White House when he said in his Wednesday press conference:

> "They want me to take troops and put bayonets in the backs of the students of my state and bludgeon and bayonet my people."

Nobody, of course, wants the governor to do anything of the kind, but it would be interesting if he would attempt to identify "my people."

The mob at Central High School never numbered more than 1,000 persons at the largest, many of them the idle curious and others drawn not only from the corners of the state, but from out-of-state as well. Does "my people" include the unemployed salesman who came more than 200 miles, from Springdale, to help superintend the affairs of the Little Rock School District? Or does "my people" include the more than 100,000 people of Little Rock who have never been in the crowd in front of Central High School at any time?

And who are the "students of my state" for whose safety from bayonetting the governor professes to be so mightily fearful. Are these the fewer than 75 students who rashly walked away yesterday morning from their opportunity for a free public education?

Does the governor's select company include the youngster who boasted Wednesday that he was engaged in a conspiracy to physically harass the Negro students in defiance of a federal court order? Or should we—and the governor—be more concerned about the more than 1,500 students who by their conduct throughout the mess created by their elders have continued to demonstrate that they, at least, have read their civics texts?

October 6, 1957

Damage to The Industrial Program

Winthrop Rockefeller, who has devoted much time and money to the program of the Arkansas Industrial Development Commission, said bluntly in a national television broadcast that the program has been badly damaged by the integration crisis at Little Rock.

No one who has seen the headlines, or read the editorials in the nation's press over these past weeks could question the accuracy of his statement.

We know, and doubtless many people outside Arkansas understand, that the news of violence has been made by a tiny handful of our people.

But we also know that these headlines are the direct result of the negative posture of Governor Faubus—who so far has declined to offer adequate assurances that the law will be upheld and carried out.

And so, in that very important sense, we cannot complain that the picture of Little Rock and Arkansas has been distorted.

It is here, in this area of law and order, that the industrial development program can be most harmed. Most of the corporations considering locating plants here have no particular concern with the matter of integration or segregation in public education. What they are concerned with are guarantees against disorder, and at the moment they are without assurance that the state of Arkansas will preserve the peace if a handful of citizens decide to defy a law they don't like.

As Mr. Rockefeller says, it will probably take six months to appraise the damage. Moreover, we share his hope that the damage can be undone, and that the nation can once again look upon the true face of our people instead of the distorted image displayed to them in recent weeks.

But that, of course, depends upon Mr. Faubus. The tide will turn when the governor is willing to state as his own conviction the essence of Mr. Rockefeller's statement on television:

"I believe first and foremost in the Constitution of the United States and the law and order which it establishes. It is that law and order which gives the United States a position of leadership in the troubled world of today. When constitutional government was challenged in World War II, we all rose to defend it * * * and I spent six years in the service during that war.

"I respect the people of Arkansas and have faith in their good will and moderation. I am proud to be one of them. I firmly believe that this spirit of good will and moderation is beginning to assert itself and Arkansas will once again go forward.

"There comes a time when every citizen of the state and country who believes in the American Constitution must subordinate individual feelings to the common good and unity of the country. And that time is here now."

October 9, 1957

In the Skies and On the Streets

If we had to apply one word to the events that have wracked this town for the past month we would choose "improbable."

And somehow the improbability of the federal troops around Central High School has been increased by the not entirely unrelated appearance in the night skies of a Russian-built satellite which bemuses the ham operators of Arkansas with its reiterated "beep-beep-beep-beep."

The federal troops at Central symbolize many things—but most of all they symbolize the fact that Arkansas (and the South) has a problem of race relations that our best efforts over almost a century have failed to solve.

That symbol is a prime asset to the Russians, and they are using it everywhere in the world where people of color hold the balance of political power.

Along with it, the Russians now have another frightening symbol in the basketball-sized gadget whirring around the earth some 400-odd miles above its surface. The satellite means many things too—but most of it all it means that the Soviet scientists have proved their claim to perfecting an intercontinental ballistic missile. What they can send up into outer space, as our scientists have soberly recognized, they will soon be able to bring down again, with a warhead attached.

So the Russians are winning, for the moment at least, on two essential fronts. They have outstripped us in the armaments race that has preserved the peace under a balance of power since the advent of the atomic age. And they have moved far ahead of us in the concurrent struggle to control the minds of men.

There wasn't much we here in Little Rock could have done about the armament race. We have no satellite factory, and few interplanetary scientists are domiciled among us.

But there was much we could have done on the other front—had Orval Faubus done his duty and contained the mob instead of encouraging it. And there is much we can still do if we can, by our own efforts, restore the peace and present to the world once again the face of decency that is really ours.

But we'll need the governor's help, and we don't seem likely to get it so long as he is bent on spreading unverified horror stories in an apparent conscious effort to keep the passions of the moment ahead of the restraining truth.

October 10, 1957

Mr. Faubus Is Where He Was

Governor Faubus said at his press conference yesterday that the Little Rock crisis now hinges upon the withdrawal of the nine Negro children who are presently peacefully attending Central High School under federal court order and federal military protection.

This, of course, is one answer.

It happens to be the answer the Citizens Councils have been offering ever since the United States Supreme Court ruled that Negroes could no longer be barred from any school solely on the basis of race. If the Negroes voluntarily choose not to attend white schools then there is no problem. And if they do not voluntarily so choose, but can be coerced or intimidated into withdrawing, there is no problem.

But the federal government has said that these nine children cannot be so coerced or intimidated, and has used the full weight of both the judicial and executive departments to guarantee that they shall not be.

So what Mr. Faubus is saying is that the federal government must abandon its position and let him have his way on his own terms. There is no indication that the federal government will do so.

So we are back where we started when the governor called out the National Guard before school opened to defy an order of the federal court. Mr. Faubus has refused to abandon the position he took then in the face of repeated efforts at compromise and conciliation. And now he is attempting to sustain his posture of defiance by peddling dubious rumors of misconduct by the federal forces his own actions brought to Little Rock.

But still, with all this, the governor contends that all he wants is delay. He says that Negroes cannot attend Central High School peaceably now, but he suggests that they can at some indefinite future date. At one point or another he has suggested that this might be possible next semester, or next fall—the last date being, in our judgment, the significant one since it comes after the next gubernatorial election.

But what the governor never explains is why he thinks it will be any easier to carry out the court order then than it was this time around—or any easier, that is, than it would have been had he not recklessly chosen to disrupt the patient and careful work of the responsible local school officials who had every reason to believe that their limited and gradual plan was acceptable to a vast majority of the people.

Could the governor guarantee that no mob would form next semester, or next fall, if the Negro children again presented themselves under court order? He probably could, as a matter of fact, but he has repeatedly indicated that he will not do so—as indeed he cannot do without sacrificing the temporary political advantages he has gained. And so there is no valid reason to assume that delay will resolve the impasse which Mr. Faubus has made.

The point which the governor consciously seeks to obscure is that the order of the United States Court still stands, the means for enforcing it are available, and the federal government has demonstrated for all to see that it will use those means if necessary.

We doubt that Mr. Faubus can simply wear the federals out—although he is doing a pretty good job of wearing out his own people.

October 20, 1957

The Moderates vs. The Extremists

In the emotional atmosphere of these last few weeks, some important words have lost their real meaning.

There are those, for example, who attempt to reduce the Little Rock school impasse to a conflict between "segregationists" and "integrationists."

We only wish the matter were that simple.

If "segregationist" means one who would prefer to keep the white and colored races separate in all things social the term would embrace practically all the white population of Arkansas and a substantial portion of the black.

If "integrationist" means one who believes all the legal and extralegal barriers between the races should be dropped overnight it would apply to only a small minority of the colored population.

The truth, deliberately obscured by those who have been loudest in arguing the case, is that neither of these concepts is or was really at issue at Central High School.

For example, the members of the Little Rock School Board, would without exception qualify as segregationists. Indeed, they felt (as do we) that they were working to preserve the existing pattern of social segregation when they evolved a plan which would, in compliance with the new federal law, result in the admission of only a few, carefully screened Negro students to a single white high school.

Yet these conscientious men are now under attack as "integrationists"—as is this newspaper for its consistent support of their position.

Perhaps the only terms that now have any real validity are "extremist" and "moderate." An extremist is one who would defy the law and use force if necessary to prevent the entry of Negroes to any school heretofore reserved for whites. A "moderate" is one who will obey the law, no matter how distasteful it may be to him personally—and who under no circumstances will condone violence against any person for any reason.

If we divide the population of the state on this basis—as ultimately we will have to do—we believe the extremists would account for only a small minority.

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The problem of the moment is that they have at least the tacit support of a fairly substantial number of citizens who are still bemused by the false fear and the false hope that have beset the South for the last century—and there are demagogues abroad in the land who are deliberately playing one against the other.

The false fear is that the striking down of the legal barriers of segregation and the rising aspirations of our Negro people will bring about a vast and sudden social change in the South. Our own experience should prove to anyone who will consider the facts that this is not even a remote possibility—that the barriers of the mind have never needed to be sustained by the strictures of the law. Does anyone who has considered the matter dispassionately believe that the casual proximity of a few Negroes and a few whites in our classrooms is going to change the social pattern we have always lived by? If so, we invite an examination of the record of our state university and colleges which began desegregation some eight years ago.

The false hope is that the rest of the United States, by persuasion or force, can be brought to abandon the declared public policy of the nation and let the South alone. The presence on our streets of a detachment of the 101st Airborne Infantry, ordered here by the most con-

ciliatory president in modern times, should disabuse us of that notion.

The point is that sooner or later we have got to make some adjustment of our legal institutions to comply with the public policy of the United States—or once again secede from the Union, which no one seriously contemplates. We were given a chance to make those adjustments largely on our own terms; we lost it the day the extremists took over and persuaded Governor Faubus to embark upon a course of defiance of federal authority. But there is still a chance to regain it—if, in time, we also regain our perspective and begin behaving like the moderates most of us really are.

October 25, 1957

Governor Faubus Mounts the Stump

Governor Faubus' speech to the county judges the other night can only be regarded as the formal announcement of his campaign for a third term as governor—the campaign for which he has been callously laying the groundwork in the recent weeks of school crisis in Little Rock.

Back on familiar ground and uninhibited by the peering lenses of national television cameras, the governor aimed his pitch straight to the homefolks. It was an address distinguished by some remarkable untruths.

He took off, first of all, from a garbled version of a speech made by the publisher of the Gazette—conceding that the publisher may well have been misquoted but going on nevertheless to read the version published by the opposition Arkansas Democrat in its entirety and interpreting it for his own ends.

This was a preliminary to discounting any fact the Gazette has published about Mr. Faubus' conduct, or may print—the oldest tool of the demagogue. The governor charged that the Gazette had "misrepresented, slanted, distorted and colored the news in reference to me and the Little Rock situation." The fact is that the Gazette has printed in its entirety the text of every important speech, press conference, or public statement Mr. Faubus has made since the beginning of the controversy with the federal courts. Indeed, the chances are that if the governor himself wants to find out what he actually said on some of these occasions he will have to consult the files of the Gazette, which is the only complete source of record in existence.

The governor also came up with another one of those remarkable private pieces of information, source unidentified, which he delights in dropping into the political pot when it shows signs of simmering down. This one had to do with an alleged plot by the publisher of the Gazette to plant a psychiatrist at one of the governor's press conferences and have him write his findings "in the form of a news release to be used by this paper." The plan, the governor alleged, didn't come to full flower — although he didn't say why.

The reason, of course, is that there never was any such plot. Although a few of our readers have suggested in letters to the editor that Mr. Faubus may be suffering from some aberrations, this newspaper has never been that charitable in its own view.

We believe Mr. Faubus knows exactly what he is doing—and we suspect we have earned his wrath because through accurately reporting his devious course step by step, we have shown precisely where he is taking the people of his state in the furtherance of his political ambitions, and the terrible price all of us are going to have to pay as a result.

NAIRO CONFERENCE PROGRAM CORRECTIONS

Wednesday. November 20, 1957

CONCURRENT MEETINGS OF NAIRO DEPARTMENTS, 4:00 P.M.
Department of Local Private Services will meet in the Piccadilly Room instead of the Stratford Room. Take elevator down from Mezzanine to the Piccadilly Room.

Thursday, November 21, 1957

CONCURRENT INTERDEPARTMENTAL SESSIONS, 4:00 P.M.
State and National level personnel will meet in the Stratford Room instead of the Oxford Room.

PLEASE NOTE!!! The President's Reception is on Thursday, November 21, at the Beau Brummel Club. Tickets for this event should be corrected to that date.

PROFESSIONAL STANDARDS COMMITTEE

of the

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Report of the Committee, November 20, 1957

The Committee recognizes the fact that membership in NAIRO is not limited to professional workers in the field of intergroup relations. The Committee's responsibilities relate to professional standing and not to criteria for NAIRO membership.

The Committee believes that the first step in developing professional standards is to determine which workers in the broad area of human relations are to be designated "intergroup relations workers." This report proposes an answer to that question and comment on some related matters.

The following statement was prepared during six meetings of the Committee in New York and a great deal of correspondence. This statement is a consensus of the Committee. The members of the Committee seek its further improvement and no one is committed to this wording, nor to any particular concepts, despite the very considerable agreement at which the most active members of the Committee have arrived.

It is hoped that the deliberations at the Annual Meeting of NAIRO and at subsequent sessions of the Professional Standards Committee will produce an improved statement which NAIRO will adopt a year hence indicating the accepted views of its membership on these basic matters. This draft statement is to be revised by the Committee in the light of the views expressed at the 1957 meeting of NAIRO.

STATEMENT SUBMITTED FOR NAIRO'S CONSIDERATION

I. <u>The Criteria of Professionalism</u>: Flexner? Flexner?

The commonly accepted criteria of professionalism are (according to Professor Nathan E. Cohen):

1. Does the profession have a well-defined function, the nature and scope of which can be identified?

2. Does the profession have a philosophy, code of e thics, and other means of self-regulation which assure that its practice transcends the bounds of political, sectarian, and economic self-interest?

3. Does the profession have a unified pattern of organizations that can speak for it with one voice?

4. Does the community recognize the field as a profession? ~~compensation received by the professional practitioner indicate that the public is willing to pay him as a skilled and responsible professional worker?~~

5. Is the practice of the profession limited, or tending to be limited, to persons with approved general and professional preparation?

6. Body of transferable knowledge?

"Few professions," said Dr. Cohen, "meet all these criteria. The profession of social work, for instance, meets fully only a few of them."

However, the very first requirement for professionalization is agreement among those who assert that they are members of a certain profession, on the function, nature and scope of their profession.

II. Defining "Intergroup Relations Worker"

The intergroup relations worker is one whose principal professional concern is with racial, religious, ethnic, cultural and class differences within the social process, with the object that the total process will result in greatest utilization of the individuals' talents and skills and in the enjoyment of maximum dignity and equality.

III. Relationship to Employing Agencies:

The Committee recognizes the fact that since this is a new profession, it is necessary to recruit workers whose training has been obtained in kindred fields. It is likewise aware of the tendency to define an intergroup relations professional as someone who works for an intergroup relations agency. The Committee recognizes, however, the desirability of making it increasingly possible for young people to choose intergroup relations work reasonably early in their training. Professional workers should become so skilled in intergroup relations work that recognition of the competence of the individual will be secured on a more genuinely professional basis than employment in a particular type of agency.

The fact that there are generalists and specialists, administrators and field workers, researchers and practitioners, publicists and other categories of professional intergroup relations workers, has created great difficulties in setting up training programs and in determining professional standards. The fact that some intergroup relations agencies engage in programs that differ from programs

of other agencies, adds to the difficulties of producing professional standards and training programs. If we agree upon a well defined conception of intergroup relations work, we shall have much less difficulty in deciding what is the common core of knowledge and what are the specialized branches of knowledge encompassed properly in "intergroup relations."

IV. Sources of Intergroup Relations Skills:

The field of intergroup relations has been greatly dependent upon other disciplines, especially in the areas of social science. Social work, public relations, law, education and psychology have contributed skills and techniques. The field of intergroup relations does not depend, however, upon any single discipline. Intergroup relations workers select from other disciplines and from various fields of knowledge whatever is useful to them. There is, however, a growing body of knowledge which has been developed by workers in the field of intergroup relations workers which is distinctive to this field and which has grown out of their activities in solving intergroup relations problems.

While the intergroup relations worker draws knowledge from various disciplines, as well as from the knowledge peculiar to his own profession, he needs to develop perceptions and expertness in applying this knowledge to the problems and projects of his own work. The personal attributes needed for expertness in professional intergroup relations work should be analyzed and described, since the personality of the worker has considerable bearing on his ability to handle conflict situations. We shall likewise need, in developing professional standards, to consider such matters as areas of knowledge, commitment to intergroup relations ideals and other factors which determine competence. Considerable study will be needed before standards in these matters can be determined.

V. The Role of the Professional Worker:

Non-professional intergroup relations workers are needed in great numbers for tasks wherein persons occupying positions in practically every field of human

endeavor can make valuable contributions. This fact has been recognized by NAIRO in opening its membership to persons who do not consider themselves professional intergroup relations workers but who render service on the boards of intergroup relations agencies.

Where the question of what constitutes the profession of intergroup relations arises, it is not possible to include everyone who participates projects or programs related to the improvement of group relations. The professional worker in this field is one who devotes a major part of his time and effort to intergroup relations work and who relates each incident to its causes and recognizes its broader implications. He judges each development on the basis not only of its immediate effect, but also on the basis of its ultimate effects in the larger social process. The professional worker is better able to draw upon the cumulative knowledge of his co-workers in this field. His involvement in intergroup relations work is a matter of personal commitment on his part and he should seek to add to the totality of intergroup relations knowledge.

VI. Certification:

It is currently not feasible to establish the fact that a person is qualified as a professional intergroup relations worker except his being, or his having been, employed by an intergroup relations agency, or by an institution which conducts a program patently in the field of intergroup relations. This situation cannot be deemed permanently satisfactory. It is proposed that NAIRO establish a system of certification.

The NAIRO certification committee would need a set of standards for judging membership applicants. Careful development and ample discussion would be needed before any professional would consent to such judgment by his peers, and this committee does not presume to say when NAIRO should inaugurate such a procedure. It does recommend that NAIRO now take steps in that direction, especially thru the consideration of those factors that constitute truly professional performance in this field. It is not too early to give serious thought to the various steps

involved in establishing a system for NAIRO certification.

Respectfully submitted,

S. Andhil Fineberg, Chairman

Alexander Allen

Thelma Babbitt

Irving Goldaber

Don J. Hager

Paul Klein

Harold Lett

Frances Levenson

Charles Livermore

Jasmine Merrill

Joseph Monserrat

Louis A. Radelet

Ex-Officio:
John G. Feild

John V. P. Lassoe

Intergroup Relations: Appraisal and Prospect

ELEVENTH

ANNUAL CONFERENCE

OF

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

NOVEMBER 20-22, 1957

Pickwick Hotel

KANSAS CITY, MISSOURI

General Information

HEADQUARTERS: Pickwick Hotel, 10th and McGee, Kansas City, Missouri. Meeting rooms are designated in the program and all meetings will be held at the Pickwick. The Registration Desk will be manned at all hours for the convenience of participants and their friends for making appointments, leaving messages, etc.

REGISTRATION: Begins at 8:30 a.m. Wednesday, November 20, on the Mezzanine. All conference participants must register before attending their first session. No registration fee is required of paid-up NAIRO members. A registration fee of $3.00 is required of non-member participants.

CONFERENCE PACKAGE: The package fee for two luncheons; the Banquet; the President's reception; bus trip and admission to the Truman Library, is $10.00. Reservations may be arranged in advance for separate events.

Exhibits are located on the Mezzanine

National Associarion of Intergroup Relations Officials

Room 1508 - 152 West 42nd Street

New York 36, New York

PROGRAM

WEDNESDAY, NOVEMBER 20, 1957

REGISTRATION

8:30 a.m.—Mezzanine Floor

THOMAS A. WEBSTER, Kansas City Urban League, Chairman, Registration Committee

OPENING GENERAL SESSION

10:00 a.m.—Empire-Coronation Room

REVIEWS AND REPORTS

Presiding: SIDNEY LAWRENCE, Jewish Community Relations Bureau, Kansas City

WELCOME

CHARLES C. SHAFER, JR., Councilman, Kansas City, Mo.

Intergroup Relations: Appraisal and Prospect

THE PRESIDENT'S REPORT: JOHN G. FEILD, Fair Employment Practices Commission, Detroit, Michigan.

Report of the Executive Secretary: JOHN V. P. LASSOE, JR., NAIRO.

**Report of the Nominating Committee:* DR. HERMAN H. LONG, Race Relations Department, A.M.A., Fisk University.

**Report of Resolutions Committee:* CHARLES LIVERMORE, New York State Commission Against Discrimination.

**Report of the Committee on Professional Standards:* DR. S. ANDHIL FINEBERG, American Jewish Committee, New York.

Report of the Secretary: RICHARD V. MARKS, Commission on Community Relations, Detroit, Mich.

**Reports marked with asterisks will be introduced at this session and acted upon at the Business Meeting Thursday morning.*

WEDNESDAY, NOVEMBER 20, 1957

Luncheon

12:00 Noon—Buckingham Room

Presiding: WILLIAM GREMLEY, Commission on Human Relations, Kansas City.

Invocation: THE REVEREND JOHN EXUM, Jamison Temple C.M.E. Church.

The Implications of Population Movements
CLARENCE SENIOR, Chief, Migration Division, Puerto Rican Department of Labor.

Benediction: VERY REVEREND JOSEPH L. SULLIVAN, S.T.D., Chancellor of Diocese of Kansas City-St. Joseph.

CONCURRENT MEETINGS OF THE COMMISSIONS

2:00 p.m.

Implications of Population Movement in the Areas of Commission Interest

COMMISSION ON CIVIL RIGHTS, *Stratford Room*

MR. THEODORE LESKES, American Jewish Committee, New York, *Chairman.*

COMMISSION ON EDUCATION, *Oxford Room*

DR. FREDERICK B. ROUTH, Southern Regional Council, Atlanta, *Chairman.*

COMMISSION ON HOUSING AND FAMILY LIFE, *Warwick Room*

MISS FRANCES LEVINSON, National Committee Against Discrimination in Housing, New York, *Chairman.*

COMMISSION ON MANPOWER UTILIZATION, *Cambridge Room*

MR. LOUIS MASON, JR., Commission on Human Relations, Pittsburgh, *Chairman.*

COMMISSION ON NATURE, SCOPE AND THEORY, *Plymouth Room*

MR. ARTHUR L. JOHNSON, National Association for the Advancement of Colored People, Detroit, *Chairman.*

WEDNESDAY, NOVEMBER 20, 1957

CONCURRENT MEETINGS OF NAIRO DEPARTMENTS

4:00 p.m.

(A) Analysis of the Report from the Committee on Professional Standards

(B) Review Some Ideas Relating to Departmental Function in NAIRO; Services to Departmental Constituents, Exchange of Materials, and Interrelations of Departments

DEPARTMENT OF LOCAL PUBLIC SERVICES, *Warwick Room*

Presiding: MRS. ELEANOR DUNGAN, Commission on Human Relations, Chicago.

DEPARTMENT OF LOCAL PRIVATE SERVICES, *Stratford Room*

Chairman: MRS. J. C. MERRILL, Council on Human Relations, Trenton, New Jersey.

DEPARTMENT OF STATE PUBLIC SERVICES, *Plymouth Room*

Chairman: WILFRED C. LELAND, JR., Minnesota State FEPC, St. Paul.

DEPARTMENT OF NATIONAL PRIVATE SERVICES, *Oxford Room*

Chairman: LOUIS A. RADELET, National Conference of Christians and Jews, New York.

DEPARTMENT OF FEDERAL SERVICES, *Cambridge Room*

Presiding: JOHN YOSHINO, President's Committee on Government Contracts, Washington.

DEPARTMENT OF RESEARCH SERVICES, *Room 10-A (Tenth Floor)*

Presiding: DR. HELEN AMERMAN, Assistant Director, Council for Civic Unity, San Francisco.

GENERAL SESSION

8:00 p.m.—Empire-Coronation Room

Presiding: ARTHUR L. JOHNSON, NAACP, Detroit.

The Productive Use of Intergroup Conflict in a Democracy

DR. DAN DODSON, Director,
Center for Field Services, New York University

Panel:

DR. SIGMUND GUNDLE, Associate Clinical Professor, Department of Psychiatry, University of Kansas.

FRANCIS MCPEEK, Director, Commission on Human Relations, Chicago.

DR. JOHN MORSELL, Administrative Assistant to the Secretary, NAACP, New York.

DR. FREDERICK B. ROUTH, Assistant Director, Southern Regional Council, Atlanta.

THURSDAY, NOVEMBER 21, 1957

BREAKFAST MEETING

(For Regional Chairmen and Membership Committee)

8:00 a.m.—Stratford Room

Presiding: MISS THELMA W. BABBITT, American Friends Service Committee, Philadelphia.

9 30 Miss Fourfox - Registration desk.

NAIRO Business Meeting

10:00 a.m.—Empire-Coronation Rooms

Presiding: JOHN G. FEILD, President, NAIRO.

Report of the Treasurer: GEORGE CULBERSON, Commission on Human Relations, Pittsburgh.

Elections.

Discussion of Professional Standards Report.

Discussion of Resolutions Committee Report.

GENERAL SESSION

2:00 p.m.—Empire-Coronation Room

Presiding: LOUIS A. RADELET, Director, Commission on Community Organizations, NCCJ.

Religious Conflict in the United States

DR. ROY MCCORKEL, Director, Commission on Religious Organizations, NCCJ

Panel:

DR. LEO PFEFFER, Director, Commission on Law and Social Action, American Jewish Congress.

JOHN SULLIVAN, Education Director, New York State Commission Against Discrimination.

DR. STANLEY I. STUBER, General Secretary, Council of Churches of Greater Kansas City.

CONCURRENT INTERDEPARTMENTAL SESSIONS

4:00 p.m.

The Consideration of Religious Conflict in the Program of Intergroup Relations Agencies

ON THE LOCAL LEVEL, *Warwick Room*

Presiding: MRS. J. C. MERRILL, Council on Human Relations, Trenton, New Jersey.

WILLIAM GREMLEY, Commission on Human Relations, Kansas City.

ON THE STATE AND NATIONAL LEVEL, *Oxford Room*

Presiding: MRS. REBECCA BARTON, Governor's Commission on Human Rights, Wisconsin.

ALEXANDER MILLER, Anti-Defamation League, New York.

RESEARCH SERVICES, *Windsor Room*

Presiding: DR. JOHN HOPE, Race Relations Department, A.M.A., Fisk University.

BANQUET

7:00 p.m.—Empire-Coronation-Windsor Rooms

Presiding: JOSEPH COHEN, Chairman, Kansas State Conference of Community Chests, United Campaigns and Welfare Funds; National Vice-Chairman, Anti-Defamation League of B'nai B'rith.

Invocation: DR. SAMUEL S. MAYERBERG, Rabbi, Temple B'nai Jehudah.

In Memoriam, Dowdal H. Davis.

THE REVEREND GILBERT C. MURPHY, Minister, First Presbyterian Church, Gardner, Kansas.

International Implications of Civil Rights in the United States

MRS. EUGENIE ANDERSON, Chairman, Minnesota Fair Employment Practices Commission; former United States Ambassador to Denmark

Benediction: THE REVEREND JOSEPH E. GOUGH, S.J., Dean of Rockhurst College.

President's Reception

o/c

9:30 p.m.

Beau Brummel Club

1731 Lydia, Kansas City, Missouri

FRIDAY, NOVEMBER 22, 1957

GENERAL SESSION

10:00 a.m.—Empire-Coronation Room

Presiding: ARNOLD ARONSON, National Community Relations Advisory Council, New York City.

Reflections on the Tenth Anniversary of the Publication of "To Secure These Rights"

DR. ROBERT K. CARR, Executive Secretary (1947) of President Truman's Committee on Civil Rights

LUNCHEON

12:30 p.m.—Buckingham Room

Presiding: JAMES A. HAZLETT, Superintendent, Kansas City, Mo., Schools.

Invocation: THE REVEREND EARL STURGESS, Pastor, John Knox Kirk.

Social and Psychological Aspects of Desegregation

DR. E. KERMIT PHELPS, Chief Clinical Psychologist Mental Hygiene, Veterans Administration, Regional Office, Kansas City

Benediction: RABBI STANLEY SCHACHTER, Congregation Beth Shalom.

FRIDAY, NOVEMBER 22, 1957

SPECIAL EVENT

2:30 p.m.

Visit to the Truman Library
Independence, Missouri

Buses will be at Main Entrance and will return at 4:30 p.m.

National Association of Intergroup Relations Officials

(1956-1957)

OFFICERS

PRESIDENT
JOHN G. FEILD
Fair Employment Practices Commission, Detroit.

PRESIDENT-ELECT
ARNOLD ARONSON
N. C. R. A. C.
New York, New York

VICE-PRESIDENTS
THELMA BABBITT
American Friends Service Committee
Philadelphia, Pa.

LOUIS A. RADELET
National Conference of Christians and Jews
New York, N. Y.

SECRETARY
RICHARD V. MARKS
Commission on Community Relations
Detroit, Michigan

TREASURER
GEORGE CULBERSON
Commission on Human Relations
Pittsburgh, Pa.

BOARD OF DIRECTORS

(In addition to the Officers)

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Urban League
Pittsburgh, Pa.

MARSHALL BRAGDON
Mayor's Friendly Relations Committee
Cincinnati, Ohio

S. ANDHIL FINEBERG
American Jewish Committee
New York, N. Y.

CHESTER J. GRAY
Bureau of Unemployment Compensation
Cleveland, Ohio

PAUL KLEIN
Commission on Intergroup Relations
New York, N. Y.

FRANCES LEVENSON
National Committee Against Discrimination in Housing, N. Y., N. Y.

HERMAN H. LONG
Race Relations Department, A.M.A., Fisk University
Nashville, Tenn.

FRANCIS McPEEK
Commission on Human Relations
Chicago, Illinois

ALEXANDER MILLER
Anti-Defamation League
New York, N. Y.

GEORGE NESBITT
Urban Renewal Adminstration
Washington, D. C.

FREDERICK ROUTH
Southern Regional Council
Atlanta, Georgia

BEULAH T. WHITBY
Commission on Community Relations
Detroit, Michigan

ROY WILKINS
N. A. A. C. P.
New York, N. Y.

REGIONAL CHAIRMEN

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Commission on Human Relations
Philadelphia, Pa.

West
JOHN A. BUGGS
County Committee on Human Relations
Los Angeles, California

North
SIDNEY LAWRENCE
Jewish Community Relations Bureau
Kansas City, Missouri

South
DEAN GEORGE EPLEY
University of Miami
Coral Gables, Florida

JOHN V. P. LASSOE, JR.
Executive Secretary

Conference Planning

SIDNEY LAWRENCE.....*General Chairman*

WILLIAM GREMLEY.....*Associate Chairman*

COMMITTEE CHAIRMEN

MRS. WILLIAM T. FITTEN.....*Reservations*

LOUIS GREENBERG.....*Promotion*

DON J. HAGER.....*Program*

CORNELL HEWSON.....*Program Arrangements*

MRS. CHESTER K. LITMAN.....*Table Arrangements*

CLARENCE MCGUIRE.....*Finance*

JAMES MCQUEENEY.....*Publicity*

THOMAS A. WEBSTER.....*Registration*

MISS BEVERLY BREUER
WALT BODINE
MISS LUCILLE BLUFORD
JOSEPH COHEN
MRS. MARVETTA CROCKETT
MRS. HERBERT DUNCAN
ARTHUR FELS
MRS. GEORGE FLOURNOY, JR.
EDWARD G. GILBERT
MRS. MEYER GILGUS
SURIL GOLDBERG
MRS. WILLIAM GREMLEY
ABE J. KAPLAN
MRS. BEN KAUFMAN
MRS. JAMES KIETH
MRS. SIDNEY LAWRENCE
MILLARD MAYER
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STANLEY MORANTZ
EVERETT O'NEAL
HAROLD ROBBINS
MRS. DAVID SPORN
NATHAN STARK
CLAIRE SCHROEDER
MRS. SOLBERT WASSERSTROM
SOLBERT WASSERSTROM
LEO WERTGAME

H.R. definition -

Destructive Human Conflict -

Conflict is a process -

Ground rules of Conflict

1. Respect for law and order - // conflict NOT violence -
2. Due process of law
   a. right of redress of grievance
   b. Freedom of speech
   c. freedom of assembly association
   d. Freedom of thought -

* Change Pattern of behavior attitudes follow

Prejudice - Bigotry - ← Prejudiced Mind Not Expected to Behave -

Cultural - Crutch to personality - Economic -

Dear Dudson

(1)

WWII at home denying that for which we fought -

Not - concern for human dignity but get on with the war.

1. All of born into groups -
These create group - values - Bring these to groups
all are prejudiced -
Cultural prejudice - prejudge

2. Conflict normal way in which people react with each other
Freedom in a society leads to difference
difference leads to conflict -
Utopia - is graveyard -

3. All of live in groups - These groups have equities - must re-structure inter/group relations.

(2)

Attitudes between people are reflections of relations of their groups to each other rather than individual relations. latter produces prejudice — Expected behavior

Prejudices are turned off and on — product of group relations not cause of them.

group relations restructured through conflict — placate conflict situation

Cutting edges of dense in conflict areas — forging new edges —

growth & advance in Civil Rts due to re-structuring of inter-group relations.
Ag SWS — Pen Col — Mich — KU — Negro balance of power

Negro secures its role of power.
1950-55 — 12,000,000 moved to big cities —
New concept of power structure.
learn quickly from pattern in which we live —
Housing — neighborhood segregation.

Former liberals now called fair weather liberals - re balanced neighborhood.

Inter religious conflict doesn't stem from theological beliefs.

But equitable relationships of groups.

we need to understand role of conflict in change *

Discriminated against take new lease on life

Jewish charge - Clinton, Tenn.

Nashville Tenn. - Bombing

conflict at time of Test - not after.

∴ we shouldn't prevent conflict til its played its role.

loss to merchants in upper west side N.Y. Oct - dec boycott.

* How do we channel conflict to creative ends

- rules - procedures.

- not stultifying violence

- areas of agreement -

keep discussion going?

Pres elect -

2 VPs

Treas

Secy -

Nominating Committee

Bd Members

- 6 positions open -

Marsh -

Culbertson

Finley

Long

Radcliff

Kline

Factors in growth of Intergroup Professionalism

1. Scientific knowledge in the area.

2. Industrialization and Urbanization.

3. Impact of local group relations on International scene

Advisory

Regulatory

Chas Livermore

The psychotic Bigot —
mostly in the South but elsewhere too —
(not helpful in the South)

Clarence Senior

(1)

Population Redistribution -

Refugees number 40,000,000 since world war II.
16,500,000 still homeless

In 1956 - we admitted just over 300,000

In last 10 yrs 1,700,000 came to US.
about the same as 1907 (one year)

47,000,000 more people per year.

underdeveloped - over exploited.

Our immigration policies objectionable to Asians and Africans - its racists -

Tech. assistance - economic aid -

Domestic redistribution -

non-whites find it d

25% of US citizens living in new states.

1 out of 5 have moved every year -

30,000,000 per year

5 mil - County
5 mil - state
3 - mil - regional lines -

Out migration midwest - deep South
has Negroes West - NE - upper Midwest.
rural to urban -

Farm pop - 12% 1950 95% - 1790

metropolitan areas grow faster than
rest of population

☆ Central city not growing as fast as
periphery

Motivation S → N for economic success.
Ag → Sub. selected economic success

urban decay -

Big homes to boarding houses -
real estate speculation - block busting -
returns on boarding house higher -

NY - Bklyn occupt pay $2.00 plus. 1 cft of space
CPW similar upper income occ's pay $1.05 for same!

50,000 Puerto Ricans per year to NY.
65,000 Mexicans last year
large no of Mexican-American.

[Freedom from Contempt]

Ybarra - resolution on Little Lock.

"pachuco" mex for zoot-suiter

condescending attitude of US - causes hate abroad

[Sense of belongingness]

newcomer met with indifference or distaste

xenophobia
Ethnocentrism

Facts needed -
science funding now great - need to be used.

Housing & prob. "Open City" needed
Frank Horn.

The Uprooted -

Future of the Politics Sam Lubell

Slum not the victims of them are enemies

52-53 - recession
69% drop in Puerto Rican mig to US
Big move from north to South -

1. Stop older inhabitants from stereotyping - group - identification - by most conspicuous.

2. Stop thinking migrant is cause of trouble
study of culture helpful here -

3. Stop denying facilities to newcomers
with which they could solve their problems.

4. Problem approach accentuates difficulties

5. Sociological approach -
1. establish communications
2. mobilize community resources.

60% of American people now live in 6% of the land area. NY Times

Religious conflict is different from racial conflict
a. racial conflict has no constructive aspects
b. Competition between religious groups can be constructive

Each group, consciously or unconsciously, seeks to fashion the community in their concept of the good life.

alliance of protestantism and secular humanism have been dominant shaper of U.S.

Roman Catholicism is challenger – it has only recently attained sufficient status to do so.

out of this challenge can come a new synthesis of the concept of the "good" community.

Need "ground rules" to control and channel challenge.

There is no monolithic church in Judaism or Protestantism; in the Catholic church there is monolithicism of faith & morals. On secular matters catholics have diverse positions

1st ground rule is know the basic tenents of the 3 faiths and methods of operation of the churches – Need body of data. FTR undertaking study.

Imperative ground rule – of competition.
opportunity of free enlightened choice.

(1) No coercion (2) No economic boycott
(3) No resort to ecclesiastical sanction –
(4) No use of state to further any group –

Sunday Times statement of Bishops on censorship.

What it make you think of — McPeek
Semantic Difficulty - Dr. Morrell

AR definition —
- inevitability of conflict —
Destructive Human Conflict —

- Ideo -
- Legal -
- Physical

Conflict is a process -

* Prejudices product of group relations, not cause of them - Expected behavior

Cultural Prej - Contrib to personality (Kasper Carter)
Economic - Bigotry -

Change Pattern of behavior - attitudes follow.

Need to Establish
Ground Rules of Conflict — referee

1. Request for law & order || Conflict Not violence

2. Use of Due Process of law. Channels
   a. right of redress of grievance
   b. Freedom of speech & thought -
   c. Freedom of association & assembly
   d. Freedom of Dissent —

Seek Social transition without social Disorganization

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

4901 ELLIS AVE., CHICAGO 15, ILLINOIS

EXECUTIVE SECRETARY
LOUIS E. HOSCH

September 26, 1949

TO: Members of NAIRO

FROM: NAIRO Secretariat

SUBJECT: Personnel Exchange Registration

The Board of Directors of NAIRO in instructing the Committee on Professional Services to consider, among other important functions, the development of personnel standards in the field of intergroup relations, suggested that the Personnel Exchange maintained by the American Council on Race Relations be requested to include all NAIRO members who desired to be registered.

The ACRR is prepared to offer the services of its Personnel Exchange to the NAIRO membership in two ways: upon request of any agency seeking staff, it will provide names of qualified applicants, and it will register and refer NAIRO members for positions as set forth in the descriptive paragraph on the enclosed Personnel Exchange Form.

If you are interested in being registered with the Exchange, please complete the form and forward it to the ACRR. Or you may wish to pass the form on to some other qualified professional person.

Enclosure
uopwa-39-cio
tn

RECEIVED
OCT 5 1949
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PERSONNEL EXCHANGE

AMERICAN COUNCIL ON RACE RELATIONS

32 WEST RANDOLPH STREET *CHICAGO 1, ILLINOIS*

American Council on Race Relations maintains a personnel exchange service in order to assist agencies upon request in their search for specially qualified individuals for administrative and research and other professional positions in the field of race relations. This service is rendered informally, without obligation either to the prospective employer or employee. Individuals who are interested in positions in race relations and who desire to have records of their education and experience available for this exchange are invited to fill out and return this personal history record.

PERSONAL HISTORY RECORD

Mr.
Mrs.
Miss _____ Date _____

Present home address _____

Permanent or forwarding address _____

Be sure to advise the Personnel Exchange of any change in address.

Telephones: Business _____ Residence _____

Date of Birth _____ Place of Birth _____

Citizenship: Born in U.S. _____; Naturalized _____; Citizen of _____ (foreign country)

Single _____ Married _____ Number and age of children _____

Indicate any physical handicaps _____

ACADEMIC RECORD

Dates Attended	Names of Colleges or Universities	Degree and Year	Major Field of Study

Subject of thesis and/or dissertation _____

Academic honors and extra curricular activities _____

State your special interest and ability with specific minority groups or in special problem areas_____

For what types of positions would you like to be given consideration?_____

What geographical areas do you prefer?

Are you willing to travel?

Occasionally_____

Frequently_____

Languages over which you have a fluent command:			
Language	Read	Write	Speak

To what professional organizations do you belong?_____

State your particular or special interests within the field of race relations (minority groups and functional areas of special interests):_____

When would you be available for a position?_____

Please list at least three persons, including people under whom you have studied or worked:

Name	Address	Work Relationship

EMPLOYMENT RECORD

Please give a complete statement of your employment history in reverse chronological order, commencing with your most recent empolyment. Give particular attention to your last 10 years of full-time employment. Under "Positions held and nature of duties and responsibilities" give such information as (1) specific duties performed, (2) supervisory and administrative responsibilities held and (3) reports, research projects, surveys or installations undertaken.

Most Recent Employment

Dates (From)_____ (To)_____ Salary (Initial $_____ (Last) $_____
(base)

Name and Address of Employer:_____

Position held and nature of duties and responsibilities:

Dates (From)_____ (To)_____ Salary (Initial) $_____ (Last) $_____
(base)

Name and Address of Employer:_____

Position held and nature of duties and responsibilities:

Dates (From)_____ (To)_____ Salary (Initial) $_____ (Last) $_____
(base)

Name and Address of Employer:_____

Position held and nature of duties and responsibilities:

Dates (From)_____ (To)_____ Salary (Initial) $_____ (Last) $_____
(base)

Name and Address of Employer:_____

Position held and nature of duties and responsibilities:

Dates (From)_____ (To)_____ Salary (Initial) $_____ (Last) $_____
(base)

Name and Address of Employer:_____

Position held and nature of duties and responsibilities:

Dates (From)_____ (To)_____ Salary (Initial) $_____ (Last) $_____
(base)

Name and Address of Employer:_____

Position held and nature of duties and responsibilities:

ADDITIONAL INFORMATION

Use this space to continue employment record if desired. List other work done and any publications you have written or prepared.

September 28, 1949

MEMORANDUM

TO: NAIRO Membership

FROM: NAIRO Committee on Legislation

SUBJECT: Legislative Reporting Service

The 1948 Conference recommended that there be established "a clearing house service on legislation to keep state and local organizations and members of NAIRO informed through regular reports on the status of proposed and enacted federal legislation and litigation affecting minority groups".

The implementation of this recommendation began early in January with the issue of ACRR Release No. 41 "Legislation, Litigation and Public Policy". This release reviewed in brief, critical events in the field of civil rights that had occurred during the preceding twelve months.

Our first report on state and federal legislation appeared in the January issue of REPORT. Subsequent to that time, each issue of REPORT carried information about proposed legislation and its disposition. In most cases, we used tabular form, although for certain issues, it was found desirable to offer the monthly report in narrative form; the choice of style was made on the basis of developments during the month. As you will recall, the August issue of REPORT contained an insert summarizing in tabular form all states' civil rights actions taken between January 1 and September 1. This summary affords ready reference material, with measures which passed differentiated by the use of bold type. It is our present plan to present a similar summary of federal civil rights legislation when Congress adjourns.

In addition to the regular monthly records carried in REPORT, we attempted to make other contributions to the agencies operating in the field. In both February and March we issued intermediate reports on civil rights legislation in the states. On March 14 and 24, ACRR Releases 42 and 43, "Evaluation of State FEPC: Experiences and Forecasts" were issued as an aid to legislative action. These releases were reported to have been widely used in state campaigns then in progress. At the passage of the Washington State FEP law, the first measure of its kind to achieve success, ACRR sent out a special release to all agencies interested in state FEPC legislation announcing the passage of the law and providing an analysis

of it. As the states of New Mexico, Rhode Island and Oregon passed similar laws, we made analyses of these according to the rubric already established and provided them to the field on request.

A word about the mailing list we have used and our sources of information is in order. The mailing list in all but the special cases mentioned above consisted of the NAIRO membership, the 1300 race relations agencies in the country, various functional agencies in related fields, libraries and research centers, and interested individuals. Our sources of information included: (1) voluntary correspondents throughout the country; (2) legislative representatives of national intergroup agencies; (3) state legislative reference services; (4) the Public Administration Clearing House clipping service; (5) the minority and general press and other publications received by ACRR; and (6) Congressional Quarterly and the Congressional Record.

This, then, completes the review of our legislative reporting service. Some of the obvious questions are these: (1) Has our legislative reporting met the needs expressed at the 1948 conference; (2) What suggestions do you have for making the reporting more useful to the field; (3) Do you have any comments on the forms our reporting has taken; (4) What are your suggestions as to additional sources that might well be utilized; (5) Does once a month seem often enough for the legislative reports to reach the field; (6) Do you have any suggestions relative to the distribution of our legislative reports: are they reaching the right people; and (7) What other suggestions do you have relative to this program?

No word has yet been said about litigation. Earlier this year, some thought was given to reporting on litigation in some such systematic manner as that which we had developed regarding legislation, but the scope of such a project seemed clearly beyond the available sources at the time. Moreover, there is some question as to the selection of cases to be reported, sources of information and the practical uses for which our reports should be designed. In lieu of systematic reporting, we do follow cases of wide spread interest and describe them in the body of REPORT. Again, suggestion and advice for this phase of the program are invited.

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9/28/49
BG/jj

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

4901 ELLIS AVE., CHICAGO 15, ILLINOIS

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EXECUTIVE SECRETARY
LOUIS E. HOSCH

October 3, 1949

MEMORANDUM

TO: Members, National Association of Intergroup Relations Officials

FROM: NAIRO Secretariat

SUBJECT: Proposed amendment to the By-Laws for consideration at the NAIRO business meeting at the Third National Conference on Intergroup Relations

This is to notify you in accordance with Article XVI of the By-Laws of NAIRO that the following amendment to Article IV has been proposed:

Section 1. Active membership shall be of two classes:

A. All agencies or divisions or departments of agencies, organizations, institutions, public or private, to a substantial degree engaged in any phase of intergroup relations or persons professionally or technically engaged to a substantial degree in intergroup relations, and

B. All officers, board members, and professional or technical personnel associated with agencies, organizations, institutions, public or private, whose program to a substantial degree is devoted to intergroup relations.

This proposed change in the By-Laws was referred to the association's Membership Committee at the January meeting of the Board of Directors as the Board's interpretation of existing by-laws.

Therefore, in order to bring this matter before the membership for discussion and possible adoption (with or without change), the above proposed amendment is submitted to you 30 days in advance of the meeting.

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October 18, 1949

MEMORANDUM

TO: All Chairmen and Vice-Chairmen, Round Tables and Agency Meetings

FROM: Conference Management

SUBJECT: Special meeting of Conference Leaders

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On Wednesday evening, November 2, there will be a special meeting for all Conference leaders at 8:00 o'clock in the Hotel Shoreland. Procedure for the general sessions, round tables, and agency meetings will be discussed at that time, and it is hoped that you will be able to be present.

The attached memorandum, which is designed to serve as a guide to Conference procedure, may also raise questions which you will want to bring up at that meeting.

Attachment

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

4901 ELLIS AVE., CHICAGO 15, ILLINOIS

EXECUTIVE SECRETARY
LOUIS E. HOSCH

October 18, 1949

THIRD NATIONAL CONFERENCE ON INTERGROUP RELATIONS

MEMORANDUM

TO: All Agency Meeting Chairmen, Vice-Chairmen, and Reporters

FROM: Conference Management

SUBJECT: Conduct of the Agency Meetings

General Information: The Agency Meetings will meet concurrently in two morning sessions, on Thursday and Friday, November 3 and 4. The Thursday session will last from 10:45 to 12:30, and the Friday session from 9:00 to 12 noon (the second session will be a continuation of the first, using the same agenda). A chairman, vice-chairman, and student-reporter have been asked to serve at each agency meeting.

At the General Session on Saturday morning, November 5, from 9:00 to 11:30, the chairmen of the four agency meetings will participate in a panel discussion on the topic: "Toward An Integrated Intergroup Relations Program for the United States." The panel will have Dr. Charles S. Johnson as Moderator, and the discussion will concern the role of the various types of agencies -- local private, local public, state private, and state public -- in the overall intergroup relations effort. Each chairman will represent his respective type of agency, and, for this reason, it is felt that he may wish to devote some time at his Friday session to a discussion of the role of his type of agency, in order that he may have the benefit of the thought of other agency executives.

Agenda: A tentative agenda has been prepared on the basis of preferences expressed on Program Questionnaire returns. This is designed to serve as a guide only and may be altered or augmented by the participants at the round table or by the chairman and vice-chairman, in consultation with one another before the Conference.

Agency Meeting Procedure: There is no clear-cut division of labor between the duties of chairman and vice-chairman, and they will be expected to divide responsibilities and to devise the exact procedure for their Agency Meeting. Two broad procedural goals should be borne in mind: (1) widespread participation, and (2) adequate opportunity for discussion; the exact details of the meeting will, however, be left to the chairman and vice-chairman, in consultation with one another.

Reporting on Sessions: In accordance with the successful procedure followed last year, a student-reporter and an ACRR staff member will be assigned to each agency meeting, and they will report to the chairman at the beginning of each session. The reporter will be a graduate student and will take conference-type notes under the direction or supervision of the chairman. The ACRR staff member will be responsible for all agency meeting materials, will stand ready to assist the chairman and vice-chairman in any way possible, and will, in addition, take supplementary notes on the proceedings.

At the close of the Thursday session, the student-reporter will write out a brief report (one or two pages in length) from his notes and will leave this at the Conference Registration Desk. From this report and from his own notes, the ACRR staff member assigned to the agency meeting will prepare a typewritten summary (four copies: one to chairman, one to vice-chairman, and two for files) of the first day's agency meeting proceedings. If possible, these summaries will be delivered to the chairman and vice-chairman before the Friday session.

At the close of the Friday session, the same procedure will be followed, the ACRR staff member preparing the typewritten summary (four copies: same distribution) from his notes and from the report of the student-reporter. The summaries of both sessions of the agency meeting will be delivered to the chairman on Friday evening, for his use at the Saturday morning panel discussion.

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TENTATIVE PROGRAM

THIRD NATIONAL CONFERENCE ON INTERGROUP RELATIONS

Thursday, November 3

9 - 9:30 a.m. CONFERENCE REGISTRATION

9:30 - 10:30 GENERAL SESSION. Topic: "Where Do We Stand In Intergroup Relations?"

10:45 - 12:30 AGENCY MEETINGS

A. Local Private Agencies
B. Local Public Agencies
C. State Private Agencies
D. State Public Agencies
E. National Agencies

(Discussion of: Program Evaluation, Relationships with Other Agencies and the Public, Financing, Personnel, and related matters.)

2 - 4:30 p.m. CONCURRENT ROUND TABLES (The first topic on the agenda is quoted)

1. Civil Rights ("Enforcing State Fair Employment Laws", etc.)
2. Employment ("Equal Job Opportunities in a Changing Economy", etc.)
3. Community Organization ("The Role of Community-Wide Councils", etc.)
4. Education ("Intercultural Education: Objectives and Techniques", etc.)
5. Housing ("The National Housing Act and Minority Groups", etc.)

8 - 10:30 p.m. GENERAL SESSION (Business Meeting of NAIRO). Topic: "The Program and Services of NAIRO."

A. General Discussion
B. Reports of NAIRO committees on Professional Standards, Professional Services, Legislation, Federal Personnel Practices.

Friday, November 4

9 - 12:00 a.m. AGENCY MEETINGS. (Continuation of Thursday's meetings)

2 - 4:30 p.m. CONCURRENT ROUND TABLES. (Continuation of Thursday's meetings)

(Evening free for informal discussion groups)

Saturday, November 5

9 - 11:30 a.m. GENERAL SESSION. Topic: "Toward an Integrated Intergroup Relations Program for the United States." Panel discussion led by the chairmen of the Agency Meetings.

12:00 noon LUNCHEON MEETING. (Program to be announced)

2 - 3:30 p.m. NAIRO BUSINESS MEETING.

3:30 - 5:00 GENERAL SESSION. A general report on the findings and recommendations of the five Concurrent Round Tables.

(ADJOURNMENT)

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THIRD NATIONAL CONFERENCE ON INTERGROUP RELATIONS

sponsored by

AMERICAN COUNCIL ON RACE RELATIONS

and

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

RECEIVED
OCT 3 1949
Southern Regional Council

PLACE: The Shoreland Hotel
55th Street and South Shore Drive
Chicago, Illinois

DATES: November 3, 4, and 5, 1949
REGISTRATION: 9:00 - 9:30 a.m.
Thursday, November 3

You are cordially invited to attend the Third National Conference on Intergroup Relations, which will again be held in Chicago this year, under the auspices of the American Council on Race Relations and the National Association of Intergroup Relations Officials.

The Conference annually brings together executives and staff members of public and private agencies as well as citizen leadership in all organized efforts to improve intergroup relations throughout the United States and Canada. It provides you with an excellent opportunity to exchange experiences, to discuss techniques, and to develop a more effective strategy for the solution of problems common to us all.

You will notice that this year's program, outlined on the reverse side, covers a broad range of subjects and agency problems. It has been set up on the basis of returns of the program questionnaire sent out to NAIRO members and others in the field of intergroup relations.

* * * * * * * * *

REGISTRATION: If you plan to attend the Conference, will you please fill out the enclosed "Advance Registration" card and mail it to us as soon as possible. The registration fee for the Conference will be $2 (no charge for NAIRO members), payable at the Conference only. (Please do not send any money with the enclosed card.)

If you wish to register in advance for more than one person, please write us a note, listing the names, titles, and addresses of the additional persons.

* * * * * * * * *

HOTEL RESERVATIONS: For your convenience, we are enclosing a card with which you may make reservations at the Shoreland Hotel. You may, of course, make reservations independently at a hotel of your own choice. The Conference cannot handle advance hotel reservations this year but will, of course, try to service delegates at the Conference proper.

* * * * * * * * *

LUNCHEON: The Conference Luncheon has been scheduled for Saturday, November 5. It will be held at the Shoreland Hotel and will cost approximately $2.25, including tax and tip. If you expect to attend this luncheon, please indicate that fact on the Advance Registration Card.

THIRD NATIONAL CONFERENCE ON INTERGROUP RELATIONS

Sponsored by:

American Council on Race Relations

and

National Association of Intergroup Relations Officials

DATE: November 3-5, 1949

PLACE: Hotel Shoreland
55th Street and South Shore Drive
Chicago, Illinois

REGISTRATION: 9:00 - 9:30 a.m.
Thursday, November 3

THURSDAY, NOVEMBER 3

9:00 a.m. - 9:30 a.m. REGISTRATION. Lobby, Hotel Shoreland.

9:30 a.m. - 10:30 a.m. GENERAL SESSION.

Welcome to Delegates - Thomas H. Wright, President
National Association of Intergroup Relations Officials

Where Do We Stand In Intergroup Relations? -

Report by: Mrs. Irene B. Miller, Executive Secretary
Seattle Civic Unity Committee

10:45 a.m. - 12:30 p.m. AGENCY GROUP MEETINGS (concurrent)

1. Local Private Agencies.

Chairman: Charles Posner, Acting Director
Indianapolis Community Relations Council

Vice-Chairman: Maurice B. Fagan, Executive Director
Philadelphia Jewish Community Relations Council

2. Local Public Agencies.

Chairman: Marshall Bragdon, Executive Secretary
Mayor's Friendly Relations Committee (Cincinnati)

Vice-Chairman: John G. Feild, Field Representative
City of Detroit Mayor's Interracial Committee

3. State Private Agencies.

Chairman: Louis B. Greenberg, Executive Director and Secretary
Indiana Jewish Community Relations Council

Vice-Chairman: George S. Mitchell, Executive Director
Southern Regional Council

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THURSDAY, NOVEMBER 3 (continued)

4. State Public Agencies.

Chairman: Frank T. Simpson, Executive Secretary
State of Connecticut Inter-racial Commission

Vice-Chairman: Mrs. Rebecca C. Barton, Director
Governor's Commission on Human Rights (Wisconsin)

2:00 p.m. - 4:30 p.m. CONCURRENT ROUND TABLES.

1. Civil Rights, Legislation, and Litigation.

Chairman: Will Maslow, Director
Commission on Law and Social Action, American Jewish Congress

Vice-Chairman: Harry Groves, Assistant Professor of Law
University of North Carolina at Durham

2. Employment.

Chairman: John Hope, II, Industrial Relations Specialist
American Missionary Association

Vice-Chairman: Albert J. Weiss, Executive Director
Bureau on Jewish Employment Problems (Chicago)

3. Community Organization.

Chairman: Mrs. M. E. Tilly, Executive Secretary
Georgia Committee on Interracial Cooperation

Vice-Chairman: (To be announced)

4. Education.

Chairman: Arnold Rose, Professor of Sociology
University of Minnesota

Vice-Chairman: Jitsuichi Masuoka, Associate Professor of Sociology, Fisk University

5. Housing.

Chairman: Edward Howden, Executive Director
Council for Civic Unity of San Francisco

Vice Chairman: George B. Nesbitt, Race Relations Adviser
Public Housing Administration, HHFA

THURSDAY, NOVEMBER 3 (continued)

8:00 p.m. - 10:30 p.m. GENERAL SESSION (Business Meeting).

Program and Services of NAIRO: NAIRO Committee Reports

(Legislation, Federal Personnel Practices, Professional Standards, Professional Services, Membership.)

Chairman: Thomas H. Wright, President
National Association of Intergroup Relations Officials

FRIDAY, NOVEMBER 4

9:00 a.m. - 12 noon AGENCY GROUP MEETINGS (continued)

12:15 p.m. - 2:00 p.m. LUNCHEON MEETING. Louis XVI Room, Shoreland Hotel.

The National Agencies Answer Your Questions

(Representatives of national intergroup relations agencies are expected to be present, to answer questions from the floor on the policies and services of their respective organizations.)

Chairman: Louis Wirth, President
American Council on Race Relations

2:30 p.m. - 4:30 p.m. CONCURRENT ROUND TABLES (continued)

SATURDAY, NOVEMBER 5

9:00 a.m. - 11:30 a.m. GENERAL SESSION.

Toward An Integrated Intergroup Relations Program:

Panel Discussion.

Chairman: Harold A. Lett, Assistant Director
Division Against Discrimination
New Jersey Department of Education

Moderator: Charles S. Johnson, President
Fisk University

Participants: Charles Posner, Acting Director
Indianapolis Community Relations Council

Marshall Bragdon, Executive Secretary
Mayor's Friendly Relations Committee
(Cincinnati)

Louis B. Greenberg, Executive Director
and Secretary
Indiana Jewish Community Relations Council

Frank T. Simpson, Executive Secretary
State of Connecticut Inter-Racial Commission

SATURDAY, NOVEMBER 5 (continued)

12:00 noon - 1:30 p.m. LUNCHEON MEETING. Louis XVI Room, Hotel Shoreland

Chairman: Leonard M. Rieser, Secretary-Treasurer
Board of Directors, American Council on
Race Relations

Speaker: Charles H. Houston, Vice-President
Board of Directors, American Council on
Race Relations

Topic: (To be announced)

2:00 p.m. - 3:15 p.m. NAIRO BUSINESS MEETING (Election of Officers)

Chairman: Thomas H. Wright, President
National Association of Intergroup
Relations Officials

3:30 p.m. - 5:00 p.m. GENERAL SESSION.

(A general report on the findings and recommendations
of the five Round Tables.)

Chairman: Thomas H. Wright, President
National Association of Intergroup
Relations Officials

Reports by: Will Maslow, Director
Commission on Law and Social Action
American Jewish Congress

John Hope II, Industrial Relations Specialist
American Missionary Association

Mrs. M. E. Tilly, Executive Secretary
Georgia Committee on Interracial Cooperation

Arnold Rose, Professor of Sociology
University of Minnesota

Edward Howden, Executive Director
Council for Civic Unity of San Francisco

* * * * * *

REGISTRATION: The registration fee for the Conference will be $2 (no charge for NAIRO members), payable at the Conference only. It is still possible to register in advance, but please do not send money with Advance Registration cards.

Conference registration will begin at 9:00 a.m. on Thursday,
November 3, in the main lobby of the Shoreland Hotel.

* * *

HOTEL RESERVATIONS: The Shoreland Hotel has rooms available for Conference delegates during the Conference, November 2-5. Please make all reservations directly with the Shoreland or with any other hotel of your choice. The Conference management regrets that it cannot handle advance hotel reservations this year.

PAPERS

SECOND CONFERENCE ON RESEARCH IN INTERGROUP RELATIONS
University of Chicago
December 28-30, 1953

Sponsored by
National Association of Intergroup Relations Officials
and
Committee on Education, Training and Research in
Race Relations, University of Chicago
on the basis of a grant from
The Field Foundation

National Association of Intergroup Relations Officials
565 North Erie Street
Toledo 2, Ohio

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FOREWARD

When the Second Conference on Research in Intergroup Relations was being planned, it was the expectation of the Conference Planning Committee that arrangements could be made for publishing the full proceedings. Since this did not prove feasible, the National Association of Intergroup Relations Officials has, with regret, been forced to restrict this volume to the eight papers presented at the Conference.

A generous grant from the Field Foundation made the Conference possible. The Committee on Education, Training and Research in Race Relations of the University of Chicago, as co-sponsors, made available services and accommodations which contributed greatly to the effectiveness of the program and the comfort of the people attending the sessions. Nine intergroup relations agencies with offices in Chicago joined NAIRO and the University's Committee in tendering a reception to Conference registrants on the first evening: the Illinois Division of the American Civil Liberties Union, the Chicago Chapter of the American Jewish Committee, the Chicago Council of the American Jewish Congress, the Chicago Executive Committee of the Anti-Defamation League of B'nai B'rith, the Chicago Resettlers Committee, the Council Against Discrimination of Greater Chicago, the Illinois Commission on Human Relations, the Chicago Chapter of the Japanese American Citizens League, and the Midwest Chinese American Civic Council. And, finally, the following NAIRO members donated the time and materials required to produce this publication: Alexander J. Allen, Louise P. Blackman, Marshall Bragdon, Maurice B. Fagan, William Gremley, Virginia Huebner, Charles Livermore, Herman H. Long, Myron Schwartz, and Beulah Whitby. To all of these NAIRO is very grateful.

Helen E. Ammerman
Editor

February 24, 1955.

Program

SECOND CONFERENCE ON RESEARCH IN INTERGROUP RELATIONS

University of Chicago

December 28-30, 1953

Sponsored by

The National Association
of Intergroup Relations Officials
and
The Committee on Education, Training
and Research in Race Relations
of the University of Chicago
on the basis of a grant from
The Field Foundation

Monday, December 28

8:30 AM CONFERENCE REGISTRATION
Lobby . . . . . Social Science Building

9 AM AN ANALYSIS OF THE 1953 NAIRO CONFERENCE
Chairman: Harold A. Lett, Assistant Director, Division Against Discrimination, New Jersey Department of Education
Welcoming Remarks: Earl S. Johnson, Committee on Education, Training and Research in Race Relations, University of Chicago
Speakers: Isidor Chein, Department of Psychology, New York University
John P. Dean, Department of Sociology and Anthropology, Cornell University
Discussants: Charles Livermore, Executive Director, Buffalo Board of Community Relations
Irene B. Miller, Careers Committee, National League for Nursing
Room 122 . . . . . Social Science Building

1:30 PM POPULATION TRENDS AND INTERGROUP RELATIONS
Chairman: Don J. Hager, Research Director, Commission on Community Interrelations, American Jewish Congress
Speaker: Ronald Freedman, Department of Sociology, University of Michigan
Discussants: Frances Levenson, Research Director, National Committee Against Discrimination in Housing
Joel Seidman, The College, University of Chicago
Room 122 . . . . . Social Science Building

8:30 PM RECEPTION FOR CONFERENCE REGISTRANTS
Second Floor . . . . . Quadrangle Club

Tuesday, December 29

9 AM THE STRUCTURE AND DYNAMICS OF THE COMMUNITY
Chairman: Charles E. Howell, Illinois Commission on Human Relations
Speaker: Floyd Hunter, School of Social Work, University of North Carolina
Discussants: Joseph Lohman, Department of Sociology, University of Chicago
Frank Baldau, Executive Director, Cleveland Community Relations Board
Room 122 . . . . . .Social Science Building

1:30 PM PERSONALITY AND INTERGROUP RELATIONS
Chairman: Donald T. Campbell, Department of Psychology, Northwestern University
Speaker: Gardner Murphy, Director of Research, The Menninger Foundation
Discussants: Muzafer Sherif, Department of Psychology, University of Oklahoma
Oscar Cohen, Community Service Director, Anti-Defamation League of B'nai B'rith
Room 122 . . . . . Social Science Building

6:30 PM CONFERENCE BANQUET

THE STATUS OF RESEARCH IN INTERGROUP RELATIONS: RECENT TRENDS AND PRESENT NEEDS
Chairman: Herman H. Long, Director, Race Relations Department, American Missionary Association
Speaker: Robin M. Williams, Jr., Director, Social Science Research Center, Cornell University
Second Floor . . . . . .Quadrangle Club

Wednesday, December 30

9 AM ASSESSING THE TECHNIQUES FOR ACTION: MASS MEDIA OF COMMUNICATION, GROUP DYNAMICS, INTERGROUP CONTACT PROJECTS
Chairman: Herbert Thelen, Director, Human Dynamics Laboratory, Department of Education, University of Chicago
Speaker: Marc Vosk, Director, Scientific Research Department, American Jewish Committee
Discussants: Kenneth Benne, Director, Human Relations Center, Boston University
Edward G. Olsen, Education Director, Chicago Region, National Conference of Christians and Jews
Room 122 . . . . . Social Science Building

1:30 PM ASSESSING THE TECHNIQUES FOR ACTION: COMMUNITY ORGANIZATION, LEGISLATIVE CAMPAIGNS AND LITIGATION, CHANGING ADMINISTRATIVE POLICY
Chairman: William R. Ming, Jr., National Legal Committee, National Association for the Advancement of Colored People
Speaker: Arnold Aronson, National Community Relations Advisory Council
Discussants: Bernard Ross, Department of Social Work, Michigan State College
Alexander J. Allen, Executive Director, Urban League of Pittsburgh
Room 122 . . . . . Social Science Building

CO-SPONSORS OF CONFERENCE RECEPTION

American Civil Liberties Union, Illinois Division
American Jewish Committee, Chicago Chapter
American Jewish Congress, Chicago Council
Anti-Defamation League of B'nai B'rith, Chicago Executive Committee
Chicago Resettlers Committee
Committee on Education, Training and Research in Race Relations, University of Chicago
Council Against Discrimination of Greater Chicago
Illinois Commission on Human Relations
Japanese American Citizens League, Chicago Chapter
Midwest Chinese American Civic Council
National Association of Intergroup Relations Officials

CONFERENCE PLANNING COMMITTEE

Herman H. Long, Race Relations Department, American Missionary Association, Chairman
Stephen Abrahamson, University of Buffalo
William C. Bradbury, University of Chicago
John P. Dean, Cornell University
Dan W. Dodson, New York University
John G. Feild, Toledo Board of Community Relations
Joseph Lohman, University of Chicago
B. T. McGraw, Housing and Home Finance Agency
Richard V. Marks, Detroit Commission on Community Relations
Will Maslow, Commission on Law and Social Action, American Jewish Congress
Helen E. Amerman, Conference Coordinator

AN ANALYSIS OF THE 1953 NAIRO CONFERENCE

Isidor Chein

The general title assigned to this session makes me feel like one of the proverbial blind men trying to determine the nature of an elephant, each from his limited vantage point. Even if I had not been an active participant at the 1953 NAIRO Conference, there was simply too much going on at the same time for me to hope to perceive the whole thing in proper perspective. I can only try to analyze the Conference from my own limited vantage point--or, less pretentiously, at least to react to it.

From this limited vantage point, it seems to me that the central concern of the Conference was with intergroup relations as a profession. The concern was not expressed in the form of everyone patting everyone else and himself on the back while soberly asserting, "We are a profession." Quite the contrary. While I could not detect any serious questioning of the premise that intergroup relations work ought to constitute a profession, the prevailing mood was one of sober stock-taking and questioning--and the willingness to engage in self-criticism was carried so far as to suggest that the best intergroup relations workers are likely to be recruited from such relatively remote fields as the law, journalism, and group work rather than from the ranks of those specifically trained for work in intergroup relations.

Mind you, one does not have to look to the readiness for self-criticism to find assurance that this concern with professionalization is not a mask for a desire to raise one's status by defining one's occupation as a profession. I do not really believe that such assurance is needed. I raise the issue to make a point. Lawyers, journalists, group workers, and social scientists already are professionals and do not need that the field of intergroup relations work be defined as a profession in order to achieve this "exalted" status. There is ample precedent for a variety of professionals joining together in common endeavor without thereby creating a new profession.

If there is concern with the professionalization of intergroup relations work, it is what psychologists describe as a task-oriented rather than ego-oriented concern. There is a strong feeling that the needs of the field are such as to require the emergence of a profession rather than the continued collaboration of a variety of professionals, each retaining his original professional identity. Indeed, it is noteworthy how many of the workers in this field think of themselves as former journalists, former lawyers, or former what-nots, but now intergroup relations workers.

Myself, I tend strongly to sympathize with this feeling, but I am not 100 per cent sure that it is justified--and when I am in doubt about something, I tend to wonder whether there is anything that research can do to clarify the situation.

I have already argued at the 1953 Conference that "intergroup relations" as commonly understood[1] conforms to practical rather than to

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[1]The footnotes are at the end of each paper.

theoretical requirements. I went further and suggested that there cannot be a satisfactory theory of intergroup relations for a field so defined, but that sound theory must derive from a field which includes not merely what we here call "intergroup relations" but also such diverse phenomena as international relations, industrial and labor-management relations, domestic relations, the techniques of conference procedures, and the dynamics of small face-to-face groups. Nor, as I maintained, can the broader field afford to place its accent on the negative aspects of intergroup relations--i.e., on conflict, tension, and deprivation--but it must place equal emphasis on such positive manifestations as cooperation, mutual assistance, interstimulation, mutual enrichment and inter-change. My point was that "intergroup relations" as we here understand it is an artificial and rather unsagacious subdivision of this larger field. As it developed, the ineffectual struggle at one of the Conference sessions to find a more suitable designation for our field than "intergroup relations" gave point to my thesis. While something could be said on strategic grounds for each of several alternatives, it was readily apparent that every one of the alternatives included both too much and too little.

Such a state of affairs is, however, not necessarily deadly to an emerging profession of intergroup relations. What is required is that the new profession maintain its roots in, or at least active contact with, the larger field as well as with those fields in which the needed operational skills are likely to be most highly developed.

This, it seems to me, is a basic requirement of any profession. No profession can survive as such in a state of splendid isolation; it will quickly degenerate into a special variety of witchcraft. But frequent feeding at a common trough (if you will forgive the figure of speech) is not sufficient to establish a profession, no more than is mere communality of interest. Indeed, one may find a variety of professionals engaged in common enterprise, and looking to common sources for certain particularly relevant knowledges without thereby establishing a profession.

It seems to me that it takes at least one other ingredient to establish a profession--that is the transposability of personnel within the field and the relative inadequacy of not-specially-trained people from without. In every profession, there is some substrate of activity which, in principle if not in practice, every member of the profession is supposed to be equally competent to carry out. I fail to perceive such transposability in the field of intergroup relations work. I note, for instance, that not only are new workers likely to be taken on from outside the field, but that old ones, when they change positions, are as likely as not to leave the field or, if they remain in it, to find a position in an agency very similar to the one they have just left, where they carry on as though they had not changed jobs at all.

To me, these circumstances are very suspicious, and, to say the least, they require clarification. It may, of course, be that they reflect nothing more than the poor organization of employment channels. But it seems much more likely that there is as yet lacking a common set of minimum qualifications and basic transposability of personnel.

It is at this point that I believe research can be brought to bear to help to solve what I perceived to be the basic concern of the 1953 Conference. Obviously, I do not mean to suggest that this is the only, nor even the major, contribution that research can make to the

field of intergroup relations. The field, in both its broader and narrower aspects, is literally permeated with problems toward the solution of which research activity can make significant contributions. I am limiting myself, however, to those research needs that I saw reflected at the Conference.

It seems to me that there is urgent need for a series of job analyses--detailed descriptions of what the workers in the field actually do on a day-to-day basis. Samples of workers should be drawn from every variety of intergroup relations agency--public and private, national and local, interracial and interfaith and inter-both, and with suitable attention to regional distribution; and detailed work-samples should then be analyzed.

Such a study would be reward enough in itself. At the very least, it would help to clarify training needs or to draw up sound specifications of qualifications for employment. But I have something more in mind. What I would like to see determined are the true dimensions of the field as it is at present constituted. Thus, I would like to know if there is a common core of activity in all of the agencies. I would not know how to assess the usual annual reports for this purpose even if I did not suspect that they are sometimes dressed up to create special effects; the agency activities are too likely to be described in terms of alleged outcomes, and, even when there is description of actual activity, the description is likely to be in terms too broad to enable any assessment of the degree to which the various activities call upon a core of common skills and knowledges. I would like to be able to determine whether there are systematic differences in the activities of the workers according to their professional origins. Similarly, whether the old-timers carry on differently from the newcomers; and, more specifically, whether the old-timer intergroup relations worker who originated in journalism resembles more in his actual operations the old-timer who started his professional life as a lawyer than he does the newcomer from journalism. Similarly, whether the differences between varieties of agencies are greater than the differences in workers' backgrounds or vice versa; or whether there is what the statistician would describe as significant interaction between variety of agency and variety of background.

There has been a great deal of attention given in past conferences and elsewhere to making explicit the working assumptions of the field of intergroup relations. As Charles Livermore has pointed out, however, in one of the working papers for the last Conference, "Some assumptions are basic to one role and others are basic to another, and I am not at all sure that there would be much general agreement among all professionals as to which were and which were not basic."[2] It was Livermore's hunch that the lines of differentiation with respect to assumptions followed the lines "of people who were playing somewhat equivalent roles . . . within somewhat similar types of agencies." He may be right, but it is conceivable to me that the lines of differentiation with respect to assumptions follow quite different lines such as the professional origins or identifications of the workers, their racial-religious-or-ethnic origins or identifications, the length of time they have been working in the field, or whether they receive financial compensation for their work in the field.

I think that the sheer examination of the activity distributions would throw a great deal of light on this issue. It would, however, be relatively easy to build a more detailed examination of the issue into the project I am proposing. The available lists of assumptions can be used as a guide in setting up check-lists or categories of activity, and

the workers can be asked to evaluate their specific actions. Thus, for any given action, one can ask the worker to assess whether he perceives this action as significant intergroup relations activity or as a necessary diversion to build good will or assure support for the agency, and so on; or whether he believes there is a real function for his action or whether he takes it because some action is called for and he knows of nothing better to do.

I can see many obstacles in the way of carrying out such a project, but I am confident that if it actually were carried out, it would do more than clarify the professional status of the intergroup relations field. I think it would go to the root of many of the problems that lead intergroup relations workers to be concerned with the professional status of the field.

I should like to turn now to a minor--but, to me, significant--incident of the Minneapolis Conference. At one point, two social scientists disagreed quite vehemently. One expressed himself to the effect that he is coming quite strongly to believe that intergroup contact as such, regardless of the status relationships of the participants, makes for improved intergroup attitudes. The second dissented, pointed to intergroup relations in the South as providing clear-cut refutation of the expressed viewpoint, suggested that contact is a necessary condition of conflict as well as of amity, and concluded that, while the available evidence was far from consistent, if any conclusion is justified, it is that equal-status contact has a better prospect of making for favorable intergroup attitudes than any other potential influence we know.

By an interesting coincidence that may have something to do with the fact that I happen to be the second of the above-mentioned social scientists, I agree with the latter. At the same time, since I view my colleague with considerable respect, I could not, when I paused to review the incidents of the Conference, dismiss his unorthodox view as evidence of mental aberration. It set me to thinking, and, since it is the fundamental premise of my scientific credo that there is no scientific conclusion which is so sacred or so well established that it may not be challenged, I attempted to re-examine my position.

I shall not try to recapitulate the process, but will venture to indicate the nature of my reorientation. I still believe that, other conditions being equal, equality of status in the contact situation as a rule makes for a greater likelihood of improved attitudes, and that, in those conflict situations where the other conditions make for a deterioration in attitudes, equality of status is likely to make for less deterioration. Also, I am confident that my colleague will agree with me that, regardless of the impact on attitudes, there are other considerations that make it desirable to work for equality of status in intergroup contact situations.

Nevertheless, a dispassionate re-examination of the evidence clearly indicated that equality of status is neither a necessary nor a sufficient condition of improvement in attitudes as a consequence of contact. That it is not sufficient, I knew before. The contradictory findings that are reported in the research literature offer adequate testimony to that effect. That it is not necessary, however, became clear from ma instances I could think of, in which favorable attitude changes took pla in the context of unequal status contact. In my personal experiences and in the evolution of my own attitudes, for instance, I could think of many instances in which contact with students differing from myself in race,

creed, and/or national origin had favorable consequences for my attitudes, I could think of several instances in which contact with cleaning ladies who came to our home had similar effects. I suddenly questioned whether several research reports--for instance, the classical study by Tredwell Smith[3]--which I had hitherto classified as evidence of the beneficial effects of equal status contact really involved equal status contact at all.

Why, then, do I not go the whole hog and agree with my colleague that it is contact per se that makes for favorable attitude change? Well, there is still the South, and the fact that contact may breed conflict as well as amity, and other facts too numerous to mention.

The point of citing this incident is that it highlights how little we know of the dynamics of contact situations and the nature of the effects. We do not know enough about the conditions under which equal status contacts make for dependable favorable attitude change, or about the conditions under which unequal status contacts may make for favorable attitude changes, or whether there is (as I now suspect) a common denominator to the conditions that make for favorable changes in equal and unequal contact situations.

Yet, so much of our effort is, quite properly, oriented to bringing about intergroup contact. It follows that here is an area that most urgently needs intensive exploration. It is almost a truism to say that the more we learn about what actually happens in contact situations, the more intelligently and effectively we can carry out our functions.

Need I add that, if this is true with respect to contact, it is at least as true for anything else we do?

This minor incident, then, may well serve as a preface to the present Conference.

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[1]I.e., as referring to: (A) the tensions that arise among groups or "representatives" of groups that are defined in terms of (a) race, (b) religion or religious origin, (c) national or geographic origin, (d) ethnic or cultural characteristics or ethnic-group origin, or of (e) some compound, more or less vaguely put together, of these categories of classification; (B) the deprivations that individuals experience as a consequence of being associated with such groups; and (C) the problems that arise, and the methods and procedures used, in attempting to reduce such tensions and deprivations.

[2]"The Basic Assumptions in Intergroup Relations," Intergroup Relations, 1953, Vol. I (Toledo, Ohio: National Association of Intergroup Relations Officials, 1953), p. 32.

[3]F. Tredwell Smith, An Experiment in Modifying Attitudes Toward the Negro (New York: Teachers College, Columbia University, 1943).

AN ANALYSIS OF THE 1953 NAIRO CONFERENCE

John P. Dean

My purpose is to report on the NAIRO Conference at Minneapolis, Minnesota, on November 11-13, 1953. As I understood my assignment as an observer at that conference, it was to try to understand the activities of NAIRO practitioners as revealed in their participation in the Conference, to try to infer some of the assumptions underlying those activities and to appraise their research needs. That's a big order, especially if one has to depend on prowling around the Conference, eyes open, ear to the ground, pad and pencil in hand. Just to make it more difficult for us observers, the Conference was set up as a five-ring circus with simultaneous meetings going on in five separate places (one of which we were scheduled to participate in). The impressions, insights, and hunches (hypotheses would be too exacting a word) that emerge from even the most attentive perambulating can at best have limited value.

In an effort to be slightly more systematic, a brief one-page questionnaire schedule was prepared. The purpose was more to see if research on practitioners and their assumptions were feasible than to provide valid scientific data. All of the NAIRO audience at the general afternoon session on the first day of the Conference filled in the schedule; this yielded 110 schedules, about two-thirds of the total registrants at the Conference. Despite the limited scientific value of the results, they are suggestive and, I believe, worth reporting, because they indicate the kinds of findings that might be obtained from more extensive and well-planned research. The assumption that underlies this type of "action" research is that social scientist and practitioner alike can learn a great deal about action techniques and social change by formulating the accumulated wisdom and experience of effective practitioners. But if we are to have more than just the crudest rules of thumb, that wisdom must be formulated by careful scientific study. The brief findings reported here do not claim to be that, but they do indicate that scientific research of this type is entirely feasible.

At this stage of our knowledge, we appear to need a classification of intergroup relations practitioners into "types." Eventually, perhaps, we can speak more securely of the "relative effectiveness" of the various types for certain objectives that can be specified. At present we must be satisfied with a much cruder approach. In just thinking about the range of people that might be labelled at one time or another "intergroup practitioners," we realize that the blanket can be stretched to cover everyone from the worker in the local neighborhood house or public playground all the way to high-powered persons like Thurgood Marshall or even Eleanor Roosevelt. Every school teacher or personnel administrator with mixed groups under his supervision is in one sense an intergroup relations practitioner.

There are several ways we can approach a typological problem of this sort. One way is to let our imagination run free and see what attributes of role, status, and operating procedures cluster together to form impressionistic "types." Such types represent sort of rough stereotypic profiles. To have any meaning, observers in the field would have to agree that these "types" are frequently approximated by persons of their

acquaintance. If we were to do this for the field of intergroup relations practitioners, there would be much difference of opinion, but I would hazard a guess that you could probably find some agreement that the following types (or something akin to them) could be recognized in the field:

The "Big Wheels": the persons of influence and status who have taken a stand on the side of better intergroup relations and have occasionally thrown their weight around to try to achieve intergroup objectives (e.g., Hubert Humphrey, Herbert Lehman).

The "Pressure Boys": the active lobbyists for intergroup objectives who know their way around and are skilled at applying the pressure where it will do the most good (e.g., Walter White, Lester Granger, Thurgood Marshall).

The "Intergroup Officials": persons with some official responsibility for an intergroup relations program. They probably should be subdivided into:[1]

The "Operators": administrators in strategic positions who are not only successful in keeping themselves and their programs functioning in a field situation but who also are effective in accomplishing significant intergroup relations objectives (e.g., effective executives of local mayor's commissions, state FEP commissions, etc.).

The "Conciliators": administrators who are just successful.

The "Professional Ethnics": persons who are employed by, and devoted to accomplishing the objectives of, an organization that is primarily oriented toward the betterment of the ethnic group that person belongs to (e.g., executive director of local Urban League, regional executive of Anti-Defamation League, etc.).

The "Motivated Periphery": persons whose main program objectives are not an intergroup relations program (at least not ostensibly so), but who, for personal reasons or because of the policy of their state or national affiliates, are motivated to work for better intergroup relations (e.g., an intergroup-relations-minded CIO executive, YWCA director, etc.).

The "Academic Fringe": persons in university work whose research or academic interests have motivated them to be more or less active in intergroup relations (but who are likely to see the problems more in terms of research and theory than action techniques).

However appealing such a typology as this at first appears, it leaves many clouded borderlines and is of little scientific use until terms are succinctly defined and actual classification made possible. This refinement is not beyond the realm of scientific possibility, but the typology helps us little in understanding the Minneapolis Conference, except to observe the almost complete absence of "big wheels" and "pressure boys," in the operating deliberations of the organization. This, of course, may be entirely appropriate in a "professional" organization.

Another way this problem of types can be approached is to take a look at the organizational affiliations of participants at practitioner

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[1]The footnotes are at the end of each paper.

conferences such as the Minneapolis Conference. NAIRO itself classifies members into departments on this basis: Local Public, State Public, Federal Public, National Private, Local and State Private, and Research. There is a certain rough correspondence between this classification and the typology above: the first three departments are "intergroup officials;" the private agencies are mostly "professional ethnics" and "motivated periphery," and the research department includes most of the "academic fringe." Two modifications of the departmental classification seem desirable before using it to analyze the practitioners at the Conference: (1) a group called auxiliary and miscellaneous (corresponding to the "motivated periphery") can be set up to include those practitioners with local private affiliations whose main objectives are not an intergroup relations program (YWCA directors, labor, clergymen, school teachers, etc.). This leaves in local and state private primarily "professional ethnics" associated with private organizations whose objectives are mainly intergroup relations. (2) It seems wise to distinguish those who are the "inner circle" of the organization from those who have a more tenuous or brief attachment. Most organizations have such an "inner circle" of steady supporters who contribute funds, put time in on committee work, attend meetings regularly, and carry on the main work of the organization. In the course of their association together, the "inner circle" is apt to exchange experiences over a period of years, disabuse each other of naive points of view and misconceptions, hammer out certain common understandings, and arrive at what might be called the "sophisticated point of view" in the field. Their poimt of view will usually differ from that of the rank and file of the organization and will reflect this "inner circle" participation as much or more than the experiences gained from their affiliational role with the organization they work for.

This observer, judging mainly by (1) past or present affiliation on the board of directors or (2) other indications of steady organizational support by repeated participation in NAIRO deliberations, would place about 35 persons in the "inner circle" of NAIRO. All but six of these were present at the Conference. Of this "inner circle," two-fifths are local public officials, one-fifth are national private, and the other two-fifths are scattered about equally among federal public, state public, local private, and "other."

Using this classification, then, what types of intergroup practitioners participate in conferences such as this? None of the so-called "big wheels" or "pressure boys" were regular participants at the Minneapolis Conference (possibly one or two exceptions). The Conference (see Table 1) drew a sixth of its participants from the NAIRO "inner circle" (only one of whom resided locally). Over a quarter more were "intergroup officials" (a fifth of them from nearby areas). Another sixth came from private intergroup relations agencies ("professional ethnics"), three-fourths of whom lived nearby. The "motivated periphery" contributed over a quarter, the bulk of them from the local area. And there was a small contingent of the "academic fringe" present, drawn from all over.

Needless to say, these different types of intergroup practitioners have different points of view on action techniques in intergroup relations. The one-page questionnaire reproduced below (see Exhibit A) and filled out by 110 of the practitioners enables us to identify some of these differences. The 17 action items selected were not chosen haphazardly; they represent a rationale, as indicated by Table 2.

TABLE 1: TYPES OF PRACTITIONERS REGISTERED AT THE NAIRO CONFERENCE, NOVEMBER, 1953, IN MINNEAPOLIS MINNESOTA

Type	Total Registered	Number from Minneapolis, St. Paul, or Milwaukee
"Inner Circle" of NAIRO	30	1
Local Public (Mayor's Commissions, Councils of Unity, FEP Commissions, etc.)	25	6
State Public (State Commissions or State FEP Divisions)	13	3
Federal	6	-
National Private	6	-
Local and State Private (Jewish Centers and Councils, Urban Leagues, NAACP's, AFSC's, etc.)	24	18
Auxiliary and Miscellaneous (YWCA's, Labor, Clergymen, School Teachers, Laymen, etc.)	46	34
Academic	8	1
Total Registrants	158	63

Aside from one "set a personal example" item, half of the items are "attack discrimination" items, half are not. Of the non-"attack discrimination" items, two items favor turning it back to the minority, six items favor attacking prejudice (two by mass media, two by public exhortation, and two by group process). Of the eight "attack-discrimination" items, four favor the use of interpersonal influence, four favor the use of sanctions such as the law, picketing, or publicity. This grouping of items enables us to weigh roughly the importance attached to different philosophies of intergroup action by different types of intergroup practitioners.

Of the 110 practitioners who filled in the questionnaire, 80 either signed their names or indicated their affiliations in sufficient detail for us to classify them. We find marked differences between the items checked by the "inner circle" and "local public officials" and the other intergroup practitioners (see Table 3). The inner circle and local officials put much more emphasis on the use of legal sanctions and local citizens' committees. They put much less emphasis on getting the minority to improve itself and on trying to reduce prejudice by arranging discussion groups among parents or setting up educational courses for the public.

We can make somewhat more refined distinctions if we base our computations on the number of items checked as "very effective" rather than the number of persons checking each item. Table 4 shows several things: (1) the item "set a good personal example" was equally prominent among the "very effectives" for all the groups (although this observer has some difficulty in seeing just how a "good personal example" would change much in

EXHIBIT A: QUESTIONNAIRE DISTRIBUTED AT THE NAIRO CONFERENCE, NOVEMBER, 1953, IN MINNEAPOLIS, MINNESOTA

We are trying to make a more orderly canvass of the opinions of our members. Please take a moment to check your reactions.

Suppose several influential persons in your community wanted to improve intergroup relations. They come to you for advice on how effective each of the things below would be if they undertook them. How would you advise them?	Very Effective	Fairly Effective	Not Effective	Might Have Negative Effects
1. Arrange group discussions among parents to modify their intergroup attitudes, since prejudice begins at home.	___	___	___	___
2. Protest discriminatory acts by petitions, open letters to officials, and other publicity.	___	___	___	___
3. Arrange forums, lectures, and public meetings to interpret to the community the accomplishments and cultural backgrounds of different minority groups.	___	___	___	___
4. Organize a citizens' committee to study the local situation and make recommendations.	___	___	___	___
5. Set a good personal example in (your) social circle, work relations and friends.	___	___	___	___
6. Get dramatic posters and exhibits in public places such as restaurants, libraries, show cases, and public transportation.	___	___	___	___
7. Arrange meetings at which outside experts can discuss intergroup relations with civic leaders and influential persons.	___	___	___	___
8. Persuade minorities to stop agitating and give time a chance to solve the problem.	___	___	___	___
9. Get a few influential persons to negotiate privately behind the scenes with establishments that discriminate.	___	___	___	___
10. Get clergymen throughout the city to deliver sermons urging greater tolerance and understanding of minorities.	___	___	___	___
11. Organize boycotts or mass picketing of firms that practice discrimination.	___	___	___	___

EXHIBIT A (Continued)

12. Negotiate with violators of civil rights and fair practices legislation to initiate better intergroup practices or face the legal consequences.	___	___	___	___
13. Arrange for radio programs, newspaper articles, etc., that will attack prejudices.	___	___	___	___
14. Bring legal action against persons or firms that continue to practice discrimination.	___	___	___	___
15. Organize intergroup relations workshops for specific groups that are handling intergroup situations in their work.	___	___	___	___
16. Get minority leaders to encourage members of the minority to improve themselves so that employers will be more willing to hire them.	___	___	___	___
17. Arrange educational courses on intergroup relations that are open to the public.	___	___	___	___

community setting). (2) "Attack discrimination" items decline in importance among the things considered "very effective" as you move away from the inner circle and local public officials over to the local private and miscellaneous. (3) Conversely, "attack-prejudice" items increase in popularity as you move away from the inner circle. (4) "Turn-it-back-to-the-minority" items show somewhat greater popularity among the same groups where "attack prejudice" is popular.

Even within the "attack-discrimination" items, there are differences of opinion about effectiveness. The "use-of-sanctions" items are checked more among the "inner circle" than among other groups (see Table 5). The "interpersonal-influence" items stood out prominently among the local private practitioners.

Refining still more, in selecting among the different items that would use interpersonal influence, the "officials" put more weight on citizens' committees; the other practitioners put more emphasis on workshops as "very effective" (see Table 6).

Intergroup relations officials show little difference from private agency practitioners as to which of the legal sanctions they prefer. The officials show a slightly more favorable reaction to the use of petitions, open letters, and other publicity (see Table 7).

The foregoing findings can be no more than suggestive. But they do indicate that action techniques and assumptions are researchable. On the basis of these and other considerations, the Research Department of NAIRO has decided to recommend to the Board of Directors that the Research

TABLE 2: ITEMS CHECKED "VERY EFFECTIVE" BY THE 110 PRACTITIONERS

Major Objective of Action Technique	Major Method	Specific Technique	Questionnaire Item	Number Checking "Very Effective"
Attack neither prejudice nor discrimination		Wait for change	5) Set a good personal example	61
			8) Let time solve the problem	8
			16) Get minority to improve	36
Attack prejudice	Exhortation and Persuasion	Mass Media	6) Posters and public exhibits	12
			13) Use radio, newspapers	24
		Personal Exhortation	3) Arrange lectures, forums	30
			10) Sermons by clergymen	18
		Group Dynamics	1) Discussion groups with parents	42
			17) Public educational courses	27
Attack discrimination and segregation directly	Influencing Strategic People by Interpersonal Relations	Motivate Key People to Act	7) Meetings between experts and influential persons	33
			4) Organize a citizens' committee	49
		Approach Gatekeepers without Invoking the Law	15) Organize workshops	64
			9) Influential persons negotiate privately with discriminator	23
	Influencing Strategic People by Applying Sanctions	Bring in the Law	12) Negotiate with violators, posing legal consequences	49
			14) Bring legal action	54
		Public Contention	2) Protest by open letters, etc.	16
			11) Boycotts, picketing	8

TABLE 3: PER CENT OF PERSONS IN INNER CIRCLE AND LOCAL PUBLIC OFFICIALS, AND OTHERS SELECTING ITEMS AS "VERY EFFECTIVE"

Questionnaire Item	Inner Circle and Local Public Officials (N = 30)	Other Conferees (Mostly Private and Miscellaneous) (N = 50)
5) Set a good personal example	43	54
8) Let time solve the problem	-	10
16) Get minority to improve	13	38
6) Posters and public exhibits	-	16
13) Use radio, newspapers	13	24
3) Arrange lectures, forums	26	26
10) Sermons by clergymen	10	14
1) Discussion groups with parents	17	54
17) Public educational courses	10	30
7) Meetings between experts and influential persons	30	28
4) Organize a citizens' committee	63	32
15) Organize workshops	57	56
9) Influential persons negotiate privately with discriminators	13	20
12) Negotiate with violators, posing legal consequences	57	28
14) Bring legal action	63	36
2) Protest by open letters, etc.	23	14
11) Boycotts, picketing	7	6

Department sponsor a study of the action organizations and practitioners associated with NAIRO. If this research is undertaken and is successful, we can perhaps anticipate findings that will throw far more light on action in intergroup relations than these remarks can even begin to suggest.

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[1]This distinction in slightly different terms, was made at the Minneapolis Conference by George Schermer of the Philadelphia Commission on Human Relations.

TABLE 4: THE DISTRIBUTION OF "PERSONAL EXAMPLE," "ATTACK-DISCRIMINATION" ITEMS, AND "ATTACK-PREJUDICE" ITEMS AS A PER CENT OF ALL ITEMS CHECKED AS "VERY EFFECTIVE"

	Inner Circle	Loc. Pub.	Fed. & State Pub.	Nat. Pri.	Loc. Pri.	Misc.
Total items checked as "very effective"	50	82	70	53	66	55
Per cent of choices of "set personal example"	10	10	13	13	9	15
Total items checked as "very effective" (not counting "personal example")	46	74	61	47	60	47
Per cent of "attack-discrimination" items checked	89	72	51	55	43	55
Per cent "attack-prejudice" items checked	9	24	41	30	45	34
Per cent "turn-it-back-to-the-minority" items checked	2	4	8	15	12	11

TABLE 5: DISTRIBUTION OF "ATTACK-DISCRIMINATION" ITEMS CHECKED AS "VERY EFFECTIVE"

	Inner Circle		Local Public		Federal & State Public		National Private		Local Private		Misc.	
	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Total number of "attack discrimination" items checked as "very effective"	41	100	53	100	31	100	26	100	26	100	26	100
What is the best way to attack discrimination?												
By influencing strategic people by interpersonal relations		41		60		64		54		73		58
By bringing sanctions to bear on strategic people		59		40		36		46		27		42

TABLE 6: DISTRIBUTION OF TOTAL INTERPERSONAL RELATIONS ITEMS CHECKED AS "VERY EFFECTIVE" BY INTERGROUP RELATIONS OFFICIALS[a] AND PRIVATE AGENCY PRACTITIONERS[b]

	Intergroup Relations Officials[a]		Private Agency Practitioners[b]	
	No.	Per Cent	No.	Per Cent
Total number of interpersonal relations items checked as "very effective"	69	100	48	100
What is the best way to influence strategic people by interpersonal relations?				
Arrange meetings between experts and civic leaders		20		19
Set up a citizens' committee		35		23
Organize workshops for groups handling intergroup relations		32		48
Have influential people negotiate privately with establishments that discriminate		13		10

[a]Inner Circle, Local, State, and Federal Public combined.

[b]National, State, and Local Private and Miscellaneous.

TABLE 7: DISTRIBUTION OF TOTAL SANCTIONS ITEMS CHECKED AS "VERY EFFECTIVE" BY INTERGROUP RELATIONS OFFICIALS[a] AND PRIVATE AGENCY PRACTITIONERS[b]

	Intergroup Relations Officials[a]		Private Agency Practitioners[b]	
	No.	Per Cent	No.	Per Cent
Total number of sanction items checked as "very effective"	56	100	30	100
What are the most effective sanctions to bring to bear?				
Negotiate or face the legal consequences		36		37
Bring legal action against violators		39		47
Use meetings, open letters, and publicity		20		10
Use boycotts or picketing		5		6

[a]Inner Circle, Local, State, and Federal Public combined.

[b]National, State, and Local Private and Miscellaneous.

POPULATION TRENDS AND INTERGROUP RELATIONS

Ronald Freedman

Population trends provide the context and set the limitations for many aspects of social life, including intergroup relations. Trends in migration, in births and deaths, and in the composition of the labor force are reflected in rather dry statistics, which sometimes change almost imperceptibly in the short run but which, in the long run, have a tremendous cumulative impact in shaping the nature of our society. Of course, in our day even the "long run" has been speeded up, so that changes in population, too, are taking place at a rapid rate.

Let me disclaim at the outset any pretension that a knowledge of population trends will necessarily enable anybody to solve a specific intergroup relations problem. Population trends are more important as the broad setting out of which such problems have arisen. They are basic factors which must be taken into account in working out more specific solutions. They affect intergroup relations by determining, in part, the size and distribution of the groups involved in interaction with each other, and their composition in terms of age and sex. Insofar as we include economic characteristics in a consideration of population trends, they also affect the relative social positions and the power with which different groups meet each other in the community.

Frequently population factors also strongly influence the problem areas that are the subject or the issue in intergroup relations. I have in mind such issues as housing, overcrowded schools, segregated suburbs, employment opportunities for young people--issues about which intergroup relations may revolve and which often strongly reflect population trends. Neither these issues nor the intergroup relations involved are determined by population trends in any precise way, but such population trends as rapidly changing birth rates and migrations of masses of people set basic conditions out of which these problems develop and to which realistic problem solutions generally must conform. I would like to approach my assignment today in this context--that is, of providing a background picture of population trends which are relevant for intergroup relations, although sometimes in a rather diffuse or indirect way. I am certain that any broad population trend will inevitably affect intergroup relations in some way, because it will affect the basic structure of community life. I am not always sure just how these effects will work out in specific areas. You, who are experts in intergroup relations, will be more competent than I am to detail how these trends may affect the problems with which you work.

Consider first the role of migration trends and population redistribution. It is rather obvious that the peculiar intergroup relations problems in the American city have arisen largely because migration has brought together in interaction groups with different cultural backgrounds under the unstable conditions of the American city. To put this in another way, our great American cities do not have indigenous populations. They are the products of a continuing process of growth and reorganization in which the elements of growth have come not only from a variety of foreign areas but also from the wide variety of cultural backgrounds in our own country. Most residents of great American cities today were either themselves raised on farms or in foreign countries or are the children of migrants from these areas. All this is to say that a

very large part of the people whom you wish to motivate to social action, or at least a reasonable consensus, in our great cities are not accustomed to urban life. They have not lived together long enough to have fully worked out an accommodation.

Until the first World War the great growth of American cities rested on two streams of migration. The most conspicuous was, of course, the great migration from Europe. Less conspicuous but no less important was the migration from our own rural areas. Since the first World War the migration from our own rural areas has accounted for most of the spectacular growth of our cities, and the significant group replacing the foreign immigrant has been the rural Negro. We have had almost continuously, therefore, a situation in which groups unaccustomed not only to each other but also to urban living have come in large numbers into communities undergoing social change.

We all know that the problems of relationships among European migrant groups and the native population were the principal concerns of group workers in the last generation. These problems have become somewhat less important as the percentage of our population that was foreign-born or of foreign parentage has decreased. The proportion of our population that was foreign-born has decreased from a high of 15 per cent in 1910 to 7 per cent in 1950. I think all of you are aware that such statistics do not necessarily reflect a proportionate decline in the cultural influence of ethnic backgrounds among the descendants of immigrants. The successive waves of immigrants to this country have successively occupied economic and social and political positions in some relation to their time of arrival. In some respects the population record is like a geological diagram in which social strata bear some relation to time. For example, in a recent study of Detroit we have found that the persons whose original ethnic origin--perhaps generations back--is in North Western Europe still have a distinctively better occupational, educational, and income status than those with South or East European ethnic background. This corresponds more or less to the well-known distinction between the new and the old migration. Seymour Lubell in his stimulating book, The Future of American Politics[1] has called attention to this same phenomenon of "cultural succession" in politics--the newer ethnic groups, many of them now native-born, are just now taking power as political leaders, backed in large part by their own ethnic groups.

These facts illustrate the principle that population trends of one generation continue to influence social life for successive generations--the social and cultural influences brought by an ethnic group do not necessarily disappear when its statistical classification changes to native-born. We all know that there may be problems of intergroup relations between ethnic groups, most of whom are native-born.

Despite these continuing ethnic influences, the predominant focus in population shifts in the United States has been for many years on the native rural to urban movement. The dimensions of this shift are illustrated by the fact that while 40 per cent of the present adult American population were raised on farms, only 15 per cent live on farms today. In short, one out of every four adult Americans lives off of the farm but was born on a farm. Similarly, there has been a shift from the small town to the metropolis. While we have no data on a national basis, a study of

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[1]The footnotes are at the end of each paper.

Detroit provides interesting information from one of our great new industrial centers. Considering only the adults, only 27 per cent were raised in the Detroit area, another 3 per cent had spent most of their lives in other communities with a population of a million or more, 16 per cent were from foreign places, 13 per cent from farms, and 30 per cent had come from towns of less than 100,000.

It is still true, then, that even with the end of the migration from abroad a significant part of the metropolitan population consists of strangers to the life of a great metropolis.

What difference does this make? I think that the most profound effect is in the problems it creates for effective community organization. Common understanding and collective action are made more difficult in populations so heterogeneous in background and so unaccustomed to the requirements of city life. All of you are better aware than I, of the greater problems of recruiting leadership and of developing unity in general attitudes, let alone organized collective action, in the metropolis. For example, we have recently been able to examine some data on the extent of participation in formally organized groups, such as clubs, unions, church groups, and civic organizations. It is not very great. In Detroit, for example, about 37 per cent of the adults do not belong to any organization of any type. Another 15 per cent who have formal membership in some organized activity do not even participate to the extent of attending meetings. Thus, about one in two either do not belong to any organization or are completely inactive. Only one in five report any activity in such organizations beyond attending occasional meetings. Data similar to these for Detroit are also available for a national sample.

All of you have seen reports also on the extent to which large portions of the population fail to participate in the political life of the community.

It is difficult to ascertain the extent to which these problems of communication and community organization are a resultant of the temporary heterogeneous and non-urban backgrounds of the population in cities. There is always the possibility that all these difficulties may be inherent in communities so large that most people must always be strangers to each other. It seems more reasonable to me to believe that as we develop an indigenous urban population at least some of the difficulties of urban social organization will diminish. We have some indirect evidence on this point from several studies that indicate that participation in urban community affairs is least among migrants with a rural background and increases with the length of time the migrant to the city had spent in an urban setting.

A significant part of the movement from farms to cities is Negro migration. The tremendous dimensions of this movement are indicated by the fact that, while in 1900 the proportion of Negroes who had lived in urban places was only about half of that of the rest of the population, at the present the proportions are about the same for Negroes and whites. In 1900 less than one in four Negroes lived in urban places. Today the ratio is almost two in three. This represents a phenomenal rate of urbanization for any population. It is a part of the general trend bringing the farm-reared into an urban setting.

The great period of rural to urban movement is now drawing to a close. The whole country is being urbanized in two ways. First, of course, there is the movement to cities we have just discussed. This has

now developed to the point at which only 15 per cent of our total population lives on farms. The second kind of urbanization is in the movement of influence out from urban centers. The lives of substantially all of the population of the United States are now organized around and related to the institutions of the great metropolitan communities. Where the people have not come to the city, the city is coming to the people. Substantially the whole country is becoming integrated into a single closely interdependent economic and communication system. This is significant in many ways, but the point at issue here is that movement between parts of the United States will take on a different character as a larger and larger part of the population is found in essentially the same kinds of urban settings. People will be moving between relatively similar environments. Migration will be less likely to represent a movement between different cultural worlds.

This is important because the ending of migration from abroad and the coming decline of rural to urban movements will not mean an end of population movements. Our kind of complex economic system with rapid technological changes is dependent on a very considerable mobility of the labor force. The tremendous scope of this movement is indicated by the fact that in the average post-war year 7 per cent of the population has made a change in residence involving at least the crossing of a county line. It is already true that the majority of migrants are moving between urban places.

We are going to have a continuing high rate of mobility in our population, but it will probably be based on movements between relatively similar types of environments. There is some evidence that movement in itself is not so likely to create problems when it does not represent the change of cultural worlds that migration has meant in the past. A population of sophisticated urbanites who have lived in a number of different cities may be no less prejudiced in their attitudes than a group of recent rural migrants, but the possibility of reaching and developing common values through effective community organization would seem to be greater.

An important aspect of the population movement that has been bringing population to urban centers is a complementary movement of populations within metropolitan areas. In the early period of mass migration from abroad this took the form of the succession of ethnic groups in particular areas of our great cities. All kinds of conflicts grew out of these movements as different ethnic groups moved through slum areas and invaded the areas of earlier ethnic groups. Nationality gang-fights were only the more dramatic manifestations of ethnic conflicts. To a certain extent such conflicts still exist. A significant part of the historic development of the settlement house was its role in dealing with these ethnic conflicts and adjustments. The changing character of the settlement house in many areas is a reflection of the diminishing role of the older type of interethnic conflicts.

In the past 25 years the redistribution of population within metropolitan areas has taken on a different character that all of us know as the suburban movement. A series of technological developments has made possible a tremendous growth of population in outlying parts of metropolitan areas, while the core central cities have remained stationary or even declined in population. The result has been the creation of a new social and economic unit--the metropolitan community--in which political, legal, and administrative powers are frequently divided among hundreds of different authorities. Substantially all of the American population now either

lives directly in a metropolitan community or is strongly dependent on the institutions centered in the metropolis.

In every metropolitan community there are acute social problems arising out of the fact that while the population of the entire metropolitan area faces many pressing common problems that transcend political boundaries, they generally have no common agencies for action on over-all metropolitan problems. There is under way a fumbling attempt to create new regional agencies for action on specific issues. However, an additional difficulty is that the potential leadership groups are moving out of the central cities, with their tremendous historic problems, into suburban areas where problems can temporarily be contained and solved on a local level. The 1950 Census shows that the suburban population generally is a better-educated, higher-income group than that in the central city.

Illustrative of the problems created by the suburban movement is the fact that in many metropolitan areas, particular suburbs may have model school systems, while in the central city the school system may be of a very low calibre. In a very general sense this problem of metropolitan organization has aggravated the intergroup relations problem by making more difficult the solution of slum problems, school problems, recreation problems, and other problems which frequently are the substantive basis for intergroup tensions.

In a more specific sense, with regard to Negro-white relations, the redistribution of metropolitan population has concentrated Negroes in the central cities. For example, in metropolitan areas with a population of a million or more persons, 38 per cent of the white population lives in the suburbs as compared with only 15 per cent of the Negro population. This means that Negroes are concentrated in the central cities where social problems are most acute and where resources are relatively poorest. It is to be expected that movements toward a metropolitan-wide solution of problems will become mixed up with intergroup relations problems. Many suburbs now effectively exclude Negroes. This issue is likely to become increasingly prominent as the problems requiring joint action become more acute and the Negro populations of the central cities increase.

Regional redistribution in population should also be mentioned. The most dramatic growth, of course, has been in the population of the Pacific and Mountain states. This has also been the region in which the Negro population has grown most rapidly. Otherwise there has not been a close correspondence by regions between general population growth and growth of Negro population. The outstanding fact has been the movement of the Negro out of the South and to all other regions. In all but two states outside the South the rate of growth of the Negro population has been greater than that of the rest of the population. In many cases the difference in rate of growth is four or five to one. In every Southern state the reverse is true; the Negro population is growing more slowly than the rest of the population. In eight Southern states there has been an actual decline in Negro population. These shifts are almost entirely due to migration. While attention has been centered mainly on problems of intergroup relations at the places to which Negroes are migrating, I suspect problems of a different character may appear at the places from which they are coming.

While the redistribution of population is dispersing Negroes into many states from a relative point of view, in absolute numbers the import-

ant fact is an increasing concentration of Negroes in a few large cities. The ten cities with the largest Negro populations in 1950 absorbed more than 50 per cent of the total growth of Negro population in the United States between 1940 and 1950. The same cities absorbed only 4 per cent of the total growth of white population in the United States. There is evidence that this concentration trend is continuing. The possible consequences are manifold, arising out of the focusing of the problems of Negro-white relations in a relatively few places where the scale of the problem is massive, and where Negroes are collectively able to bring increasing pressure. The general issue of concentration versus dispersion is most complex. The fact of a cumulative concentration makes any case for dispersion largely academic in the short run. We shall have to deal with the consequences of concentration, not its desirability.

I have developed some of the trends that result from migration in considerable detail because these seem to me to be most critical in creating intergroup problems and in setting conditions which affect the solution of a whole series of problems in which intergroup relations are one aspect.

Another basic determinant of population trends is the birth rate. The baby boom and the high birth rate since the war have reversed a long-run trend for a lower birth rate going back to 1800. Most demographers believe that this reversal is only temporary, that birth rates will not remain at their present high levels. They also generally believe that birth rates will fluctuate rather widely in the future in closer relation to general economic and social conditions than they have in the past. If this is true, it means that we may expect an intermittent repetition of such hectic problems as school expansion and housing demand created in part by the present baby boom. Many of you know that problems of intergroup relations have been enmeshed in the controversies in many local areas on specific plans to meet these problems. Again here it seems to me that population trends play their role because they create general problems for the total community which force action on issues such as housing developments in which explicit decisions have to be taken on interracial housing. They force an explicit consideration of issues that might otherwise remain dormant.

The white and Negro birth rates have followed the same general trend in the last two decades, although the Negro rate has remained substantially the higher. Of course, one important aspect of these variations in the birth rate is the impact on the age structure for years later. For example, as a result of the lower birth rates of the depression years, there was an 11 per cent decrease in the number of white males aged 10-19 between 1940 and 1950. On the other hand, there has been an increase in the number of Negroes in this age group. The significance of this fact is that by 1960 this age group will be 20-29 years old, that is, the core of the labor force taking starting jobs. There is likely to be a shortage of manpower at this point, and the relative position of the more plentiful young Negro workers may be improved thereby.

Along with migration and births, deaths are the third basic component of population trends. There are some who have asserted that the best single index of the well-being of a society is the average length of life of the general population and of the major constituent groups. As you know, by this criterion we have done very well as a nation. The average expectation of life has increased by 20 years since 1900 and by 13 years since 1920. The nonwhite population has not only shared in the

general gain but has somewhat improved its relative position. In 1920 the average expectation of life was ten years greater for whites than for nonwhites. By 1949, this difference had been reduced to about seven years, while both groups made very substantial gains. Insofar as the average expectation of life reflects the general impact of social and economic conditions, this would seem to reflect an absolute and a relative improvement in the position of the Negro. This is not to minimize the large remaining discrepancy which indicates that the chances for life itself are not yet equal in our society for Negroes and whites.

One important result of the declining death rates and the longer life expectancy is a changing age distribution. The most dramatic evidence of this is the increasing proportion of our population over 65 years of age. This is producing a variety of problems in the areas of housing, recreation, and--perhaps most important--financial support. As in many other cases, there is probably not a special problem of intergroup relations here, but rather a specific case of general problems. Programs developing in the old-age field will have to cope with the existing prejudices and intergroup tensions in designing these programs. One special difficulty will be in the area of financial security. Our social security programs for meeting the problems of old age have not functioned equally well for whites and nonwhites because Negroes have not been found so frequently in the industries covered, nor have they had the steady employment required to build up claims for benefits. As a result, many fewer Negroes than whites are covered by those programs. Among those covered, the level of potential benefits is considerably lower for Negroes. The result of this will be to emphasize increasingly the dependent position of the Negro, as a greater part of the population reaches old age.

The combination of differences in birth and death rates has produced rather sharp differences in the age distributions of Negroes and whites. For example, a considerably larger proportion of the Negro population than the white are in the childhood ages. About 40 per cent of the Negro population is under 20 years of age as compared with 33 per cent of the white population. As time goes on this is likely to produce differential pressures and opportunities in education, in employment, and in such areas as selective service.

I have summarized briefly some of the trends in migration, mortality, and births which seem to be most relevant source material for the study of intergroup relations.

Finally, I would like to turn to some broad trends in the social and economic position of the Negro in America. I have felt no hesitancy in concentrating my discussion today on the position of the Negro since white-Negro relations continue to be of central importance. Moreover, our information is much better on this aspect of the problem than for other kinds of intergroup differences.

The materials on socioeconomic traits are so voluminous that some organizing idea is required to deal with them. Perhaps Myrdal's concept of the "Vicious Circle" may serve this purpose. Many of you will remember this concept from Myrdal's monumental An American Dilemma.[2] The idea is simply that attitudes toward the Negro or other minority groups are intertwined in a vicious circle with two other elements--the Negro's economic position and the standards of behavior and personality that go with that position. As Myrdal puts it, for example, the white man "sees" the Negro is in depressed occupations with depressed standards of life. He then

jumps to the unwarranted conclusion that the Negro is incapable of handling a complicated machine, running a business, or learning a profession. Myrdal then suggests that considering the three elements--economic position, standards of life, and intergroup attitudes--as an interdependent system, changes in any one will bring changes in the other two and through mutual interaction move the whole system along in one direction or another. Myrdal suggests that the economic position of the Negro is strategically the point in the whole system at which leverage can be most easily extended to shift the whole system towards our ideals of equality and non-discrimination.

What, then, have been some of the trends in the economic position of the Negro?

Perhaps the most basic change has been in occupational and industrial distribution. As a correlate of his rapid movement to the city, the Negro has been going through a phenomenally rapid transformation from concentration in agriculture to concentration in manufacturing and other urban occupations. As recently as 1940, more than 40 per cent of all employed Negro males were in agriculture. By 1952 that figure was more than halved--less than 20 per cent of employed Negro men are in agriculture now. The transformation for Negro women is equally remarkable--a shift from 20 per cent in agriculture in 1940 to about 5 per cent today. Strongly prejudiced popular stereotypes of the Negro as a poor, unskilled peasant type, inevitably bound to the land, are losing any significant basis in reality. It will, of course, be some time before the Negro standards of life lose the influence of the rural background in which they were developed. This is equally true for white rural migrants, for example, from the South, but differences there are not strongly reinforced by social prejudice.

In general, the distribution of whites and Negroes by industry is much more similar today than it was as recently as 1940. For example, the difference in the proportion of Negroes and whites in wholesale and retail trade has been reduced from 6 per cent to 3 per cent. In transportation and communication, from 3 per cent to less than one per cent, and so on.

With respect to specific occupations, changes for the Negro in the last ten years have been in the same direction as those in the general population. The most striking change is the migration of Negroes out of the farming occupation into the semiskilled occupations classified by our Census as "operatives." This is true for both men and women. Both Negro men and women have made small but significant gains in white collar occupations in the last decade. However, the discrepancy between the white and nonwhite occupational situations is still very considerable and a serious matter for intergroup relations. Only about 9 per cent of the employed Negro men in 1950 were white collar workers as compared with 33 per cent of white employed men. For women the corresponding figures are 12 per cent for Negro women and 57 per cent for white women. The disadvantaged position of the Negro is also seen strikingly at the lower end of the occupational scale. Twenty-three per cent of Negro workers are unskilled laborers as compared with only 7 per cent of white workers. Among Negro women, private household work continues to be the most typical occupation despite a sharp decrease in this occupation from about 60 per cent of all Negro women workers in 1940 to about 40 per cent today. This decrease is due mainly to the general decline in the use of private household workers. Negro women were actually a larger proportion of private household workers in 1952 than in 1940. In general, then, it would appear

that while the Negro has made substantial occupational gains in the last decade, his occupational position is still very different and very inferior. The trend may be pushing Myrdal's "Vicious Circle" in the right direction, but there is still a substantial economic basis for unfortunate stereotypes of the Negro.

With respect to family income, the situation is much the same as with occupation. The Negro has shared in the recent general gains of the economy. However, a very substantial difference remains. In 1950 the average family income for Negroes was only 54 per cent that of white families. This differential is particularly wide, if we remember that a higher proportion of Negro family members are in the labor force. The relative income position of the Negro is better in urban than in rural areas, but the general magnitude of the difference is about the same.

In the long run, the economic opportunities open to the Negro may depend on his educational qualifications. Moves to open new occupational opportunities for Negroes are reinforced if their educational level meets the rising standards of the jobs. While the educational attainment of the Negro population is still substantially below that of the whites, substantial progress has been made by the Negro in gaining an education. Here again, we might say that the "Vicious Circle" is being pushed in the right direction, but there is still a substantial basis for false stereotypes in intergroup relations based on projecting the actual lower status of the Negro to a perception of an inherently lower level of ability and performance.

I have discussed today some of the important population trends which are likely to be part of the setting for developments in intergroup relations. I do not pretend to know all of the ways in which these changes in our basic population structure will affect intergroup relations. Given the population trends as a base, I suspect that your views on possible consequences are more informed than mine. The materials I have presented are intended to serve as a taking-off point and a general background for more specific discussions.

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[1]New York: Harper and Brothers, 1952.

[2]New York: Harper and Brothers, 1944.

THE STRUCTURE AND DYNAMICS OF THE COMMUNITY

Floyd Hunter

Within recent years research into community social structures has largely centered around class, institutional, and organizational groupings. Research into class and institutional structures has given us some very interesting quick-shutter shots of community life, but these researches cannot be characterized, on the whole, as pieces of action research. In order to get a picture of action within a community, it seems necessary for us to examine the organizations within community life that make both the class and institutional structures operative. We shall elaborate on what is meant here as we go along.

In the field of action research--researching action groups--we are making some progress. We are seeing that we need to know more about formal action bodies such as those related to city government, corporate enterprises, chambers of commerce, health and welfare organizations, and we are seeing, too, that we need to know a good deal more about informal social groupings that may operate both within and outside the formal organizations and that have very real effect on the direction of the latter. We are also seeing that communities are not isolated entities operating independently of the main stream of American society.

In this presentation, several items will be touched upon. Four of them are:

1. Neither class nor institutional frames of reference, standing alone, seem adequate for a study of community action processes.

2. Action research may be carried out by examining groups and organizations within the community that are in dynamic relation to each other.

3. One way of spotting community action is to ascertain what issues and projects of major proportions confront the community.

4. Some problems facing communities cannot be solved through local, isolated effort.

With these points of view set down, two other ideas will be threaded into this report. (1) Researchers are convinced, these days, that any piece of research needs to have carefully thought-out hypotheses to guide it within some adequate framework of theory so that proper questions can be asked in the research process. (2) Present researches, compared with those of a generation ago, are characterized by an empirical approach to community data--that is, researchers are actually going into communities to pick up materials. We are not sitting down and spinning theories about community life, but we are interviewing people, observing activities, and relating our work to the works of others.

Since some of the best recent community researches have been conducted along the lines of ascertaining community class structures, and since we have already indicated that this line of approach may not be the most fruitful way of getting at an analysis of action structures within the community, perhaps it would be well to dwell for a moment on why this has been said.

Much has been written in recent years about social stratification. It appears, in the minds of social scientists at least, that communities are composed of layers of classes--each class exhibiting a composite array of attitudes, modes of dress, similar living-room furniture, a sameness of recreation habits, and comparable ways of going about the process of earning a comparable living. A good logical case is made for a bad situation (in terms of the so-called American dream) in which moving upward from one class to another is not as easy as it was once said to be. The picture is a dreary, if not a basically disturbing one.

Excellent works along this line have been produced by Lloyd Warner, John Useem, August Hollingshead, Oliver Cox, and Gunnar Myrdal, among others. Examples of their works are contained in the Yankee City Series,[1] "Stratification in a Prairie Town," Elmtown's Youth,[2] Caste, Class, and Race,[3] and An American Dilemma.[4] These works represent logical and empirical attacks on the problem of stratification. We applaud the courage and scholarship of the authors involved. The concepts they have made explicit give us good backdrops for research into organizational action structures.

Past analysis has given us useful ideas that have become a part of our everyday language. We speak more confidently than we once did of such generalized concepts as the upper middle class or the lower lower class. Because of the researches into stratification, other words have become familiar to us, such as "status," "role," "position," "prestige bearers," and the like. All of these words can be related to specific persons and groups within social structures, and they are extremely useful in analysis of data turned up in observations of groups and action.

We cannot as yet speak very confidently of the number of classes that are extant in our communities. The researchers have differed on the question of numbers. Warner has six classes, Useem three, Hollingshead five. The fact that these workers do not agree on the number of classes does not, in my opinion, invalidate the main lines of their work. They are in essential agreement on attitudes and characteristics found in upper-, middle-, and lower-class groupings within the communities they have described. There are some questions, however, that trouble one if an attempt is made to use the class concept as an analysis of action groups. Some of these questions need to be answered.

Are the stratified classes in dynamic relation to each other as classes? Do individual members of a particular class move in a coordinated fashion in relation to other members of the same class and in relation to other classes? Are social issues seen in the same perspective by all members of the same class? The answers to all of these questions may be "yes," but more research is needed to make the answer emphatic. There are many other questions that might be asked about the whole approach of social analysis on a class basis. It is not my purpose to make this writing a class critique, but I do want to highlight points in stratification and class analysis that seem valid in social action research and to proceed from this point.

The class analysts have made it very clear that persons do evaluate others through the use of superiority-inferiority mental constructs. Class

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[1]The footnotes are at the end of each paper.

positions offer symbolic reference for gauging relative social positions between people, and may enhance or deter interaction between individuals or groups. Class implies positions acquired at birth--positions that are subject to change by achievement. Those who learn to ride the ropes of organizational structures, corporate or civic, achieve in our society and continue to deny and climb the rungs of general class structures. The "doers" in our society still achieve, and if we wish to study action and the effects of action, perhaps we should take a close look at the doers, using class analyses as reference points if we will. I am not completely sure that we have to, but one may if he wishes.

My own feeling for a baseline of behavior research on a community level turns my efforts toward trying to understand the inter-relationships between individuals and groups engaged in activities within complex organizations--policy groups, civic organization, and corporate structures. There is a reality, I feel, in the study of formal and informal organizations that one does not find in research that is completely class oriented. The use of hierarchical concepts drawn from class analysis may fit organizational groupings and be useful.

We also stated in the beginning of this paper that we did not believe that the institutional frame of reference is completely adequate for a study of community action processes. A word on that is in order, perhaps, before we move to a discussion of organizational research per se.

A part of the task of this paper was to examine the possibility of community groups' changing institutional patterns. I believe that groups within communities can add a mite to changing institutional patterns, but I do not believe that a single community can do too much in this direction. I say this because institutions (if we mean the broad social institutions of economics, religion, education, the family, politics, welfare, and the like) are society-wide in scope, and furthermore they are products, in some measure, of analytical constructs on the part of sociologists and other social scientists who have given us a convenient term (as also in the case of class analysts) to designate broad-scale human groupings. In life and in reality all of the so-called institutions are interwoven, almost inextricably, into a total scheme of action we call society, but the associations in society make the whole operate.

The associations in American life and formal organizations rooted in law and custom can be physically located, examined, and researched. Institutions, as such, cannot be. We can talk about institutions, but we cannot find them when we look for them. We can find factories, church buildings, homes, school houses, and a host of organizations devoted to keeping these manifestations of institutions alive. It is at these points that we must look, I believe, for answers to questions related to social change.

No specific community group can attack a problem of insufficient income by approaching the "economic institution," but almost every day working men and women bind themselves together into specific unions to demand specific amounts of money from specific corporations and business houses. Working men know where to look for what they want, and social researchers might take a lesson from them. We may look for the places at which things are happening if we want to do action research. Research at the job point of industry and commerce will be much more productive than research related to the generalized notion of economic institutions. And so on for the other so-called institutions. Action must be examined

in terms of specifics rather than by the use of generalities.

If we pose the question of social change and action in relation to making changes possible, the facts of life dictate to us that men organize themselves formally and informally into associations for effecting specific purposes. To get things done on a community basis, men organize themselves into associations that are characterized by power gradations. Because this can be observed to be true, it would seem that an analysis of power relationships might give us something in trying to come to an understanding of community dynamics.

During the past three years, I, and other members of the Institute for Research in Social Science at the University of North Carolina, have been engaged in several studies of "power structures" in communities. To date we have explored the possibilities of this type of research in seven communities ranging in population size from a few hundred to a half million. Six of these communities are located in the South, and one, a community of 40,000, in New England. Two of the studies have been published to date. Another study with which I have been concerned over the past seven or eight months deals with inter-relationships between community leaders and some of the major cities of the country, and we shall speak briefly of this latter study after touching upon the specific community studies.

If one begins with the premise that communities are basic locations of action--concerted action in relation to major social enterprises --then obviously some one group or series of groups are involved. If power be simply defined as the ability of men to move other men to move goods and services or to stop such movement, then the problem of power delineation can be attacked. Any community, even the smallest, is the locus of thousands upon thousands of individual actions in any one day. Some actions are obviously more important than others in relation to the community as a whole. In like manner, some of the actors in moving goods and services are relatively more important in specific situations than others. Some men and women are instrumental in furnishing a sense of direction for concerted effort. They are policy-makers--decision-makers--and they hold special positions in the community's scheme of things. These are then people to look for in sighting the direction of action.

We find that such concepts as status, role, position, and prestige, that have been widely used in stratification studies have been useful in researching limited groups contained in a community as a whole. But if we stopped at merely defining and describing the structures that one may observe in a community, and in the terms indicated, we would not have a complete action picture. We must know how various groups function in relation to each other. The word function is important here and is related to the process of research widely known these days as "structural-functional analysis." The approach merely means that we isolate and identify groups that are engaged in doing something and we relate the action of the group to a greater social whole. A series of interviews with members of various groups that have been related to each other in getting something done reveals "functional" relationships between the groups.

An over-all function of group combinations may well be that of maintaining class dominance within the total community structure (certainly there is a latent function involved), but most men that we have interviewed within the past two or three years have had more short-range goals in mind. Most of them have been interested, first of all, in bettering

their positions within bureaucratic structures, within their own "crowds," or within an informal but real pyramid of power.

Within the communities we have studied on a power basis, there appear to be various pyramids of power--business, labor, civic associations, church groupings, political organizations--that relate rather specifically to each other in matters of policy and direction of community ventures. The structures of such pyramids of power can be identified and described easily enough. Within the community context there are many activities, year by year, in which most of these groupings are functionally related. If one asks for issues or projects that confront any community at a given time, the officers and leaders within the associational groupings mentioned can tell the researcher rather quickly the nature of those larger ventures. And more importantly still, they can indicate who is "behind all the movement." Research carried on during a specific project, and reconstruction research carried on in relation to projects recently completed, gives one a dynamic picture of community movement. Projects, for example, that require large bond issues, manifold man hours of labor, and intricate meshing of individual talents and organizational work are likely to reveal a great deal about how things get done in any individual community. An investigation of such projects may also reveal that there is a relatively stable policy-making group related to the larger projects and issues that may act as a cap stone in an informal pyramid of power relations within the community, i.e., it is possible to find certain uniformities of behavior on the part of specific individuals who act in such a way as to direct the activities of others, and the whole pattern of action can be described as a power structure.

Informal "clearances," formal conference procedures, methods of "putting pressure on key people," and means of "carrying the story to the public" (or not carrying it) can all be found if one digs at trying to find out "how things get done." This is, I believe, a partial answer to what we mean when we say that we wish to study "structural dynamics," "interaction patterns," and "systems of communication." Analyzing the processes of project formulation, authority delegation, and final execution--both within formal organization limits and without--reveals community structural dynamics.

In the process of study of power structures, it becomes apparent that certain community groupings are considered more potent than others. Economic associations, individual industrial groupings, and business groups in general seem to "carry a lot of weight" in the decision-making process and in finally getting things done. This will come as no surprise to anyone, but the fact can be demonstrated empirically. The role of certain civic organizations, well intentioned as they may be, or church groupings in some communities, or those who are considered the socially elite, and many other organizational groupings may be functional to the whole in getting things done in a power way, but they do not wield influence of the economic powers. These are organizational status positions that must be recognized in action analyses.

The man sitting at the job point of power as the head of a large corporate enterprise has much influence regardless of the size of the community studied thus far, and if we are looking for spots to study in the future, it may well be that a closer look at the network of business-community relationships in politics, education, mass communications, and religion would be a good place to begin. These are points that are all functionally related to one another in the structures of communities, and

if we are to bring about change within the whole structure, the activities within the organizations mentioned will have to be changed. One can, perhaps, begin the process of change at any point since change at any one point is reflected throughout the system, but change at the top may bring the most wide-spread results.

While communities and groups within communities may be instruments of social change, communities standing alone cannot solve some of the problems that face them. In relation to the larger issues, those, for example, related to such items as segregation, fiscal policy, welfare policy (including housing, health measures, and the like), the community often finds itself helpless to cope with the bigness of the problems presented. One learns rather quickly, in community work on the level of community organization, that certain problems transcend community abilities and that communities are a part of the greater whole of American society. The community may be a good starting place for discussion and various approaches at solving problems, but sooner or later with some of the larger problems we must link ourselves up with state and national groups to solve our local difficulties. Many may not like the idea of forswearing complete local autonomy, but in relation to some of the problems that face us we need clearing houses located at national and state levels to help us. Housing is a classical example of a problem that communities acting alone, community by community, have not solved. We will continue to fuss about this issue, perhaps for some time to come, but in North Carolina (specifically) we are finding that we need federal aid if we are really going to do a wholesale job in relation to housing. There are many who oppose "going to Washington," and the opposition is momentarily in the ascendency. The opposition is not, however, solving our problem. They are advising that we forget about it, and that is hard to do. People still need houses in North Carolina.

Communities are functional parts of the American societal system. There are organizational links, ties between individuals, conference groups, propaganda groups, pressure groups, and many other types of gearing that make us a nation that produces food, clothing, shelter, recreation, and a host of services for our whole people. If we wish to research problems in the area of intercommunity relationships, we may pose a few questions that might guide such research. What are the links between various communities? Who are some of the key persons in the linking process? Are trade associations as vital as they are said to be in the literature about them? Does America have sixty families who are as potent as George Lundberg said they were? Does steel dominate the price picture? Who in steel decides on price? Is the NAM more potent really than the other lobby groups? How is the community function of Detroit, making cars, related to the community function of Chicago, packing meat? Do the auto makers have any kind of relationship with the meat packers--personal or otherwise? Do corporate managers represent "a new breed of cats" in relation to public policy? How do all of these questions relate to the individual community?

These are researchable questions. There are many more. There are national groups that are concerned with these questions. There are some communication links between these associational groups and community groups. And in a very real sense, national groups and community groups are extensions of, and complementary to, each other. The larger national associations and corporations are structural parts of communities operating at a level where change within them presages and reflects social change because many of them are society-wide in scope. Communities have a

responsibility of making known to the larger organizations in society their particular needs and desires, but here one often finds breaks in communication. We need to know why such breaks exist.

We need more empirical study conducted upon a societal level--national level--to fit the community concept into some perspective and to see what role individual communities and groups within communities play in the societal scheme of affairs.

A beginning of such study may flow from some of the facts picked up in community power structure researches. In these pieces of research, one finds that certain individuals in specific communities tend to operate on a national level. Key community individuals have a knowledge of other national figures. Corporate executives know other corporate executives in distant cities. They talk with each other about business affairs and about matters of national policy. Some of the national policies discussed related to key issues within community life.

Within the past few months, I have had the opportunity of visiting some of the major cities in the nation and talking with persons within these cities who are called, by many, "community leaders," and in some instances, "national leaders." This talking with leaders falls under the heading of a piece of "pilot research" to determine whether or not there is communication between top community leaders, city by city, on matters of "national policy in the making." In a very real sense, I hesitate to designate what has been done thus far with the title "Research," but what is being done begins to give some clues and cues to possible intensive research in specifiable areas. "What part do communities play in development of national policy?" By merely asking the question, one is compelled to work out research means, however rough, to get it answered. In the process of getting some answers from selected personnel in some of the larger cities, it becomes apparent that there are regional groupings of leaders concerned with specific issues, there are large-scale national associations concerned with specific issues, there is a status and prestige hierarchy, informal in nature, operative at the national level. I am not prepared to go much beyond these meager suggestions at the moment, but it is apparent that there is a network of relationships rooted in communities that extend to the national level in relation to national policies. It is further possible to do an empirical piece of research in this area.

In bringing these remarks to a close, I would like to refer back to a third item mentioned in the opening paragraphs of this paper. We said, "one way of spotting community action is to ascertain what issues and what projects of major proportions confront the community." Action groups always have goals in mind. To work toward their goals, policies are set by specific individuals and either carried out by these individuals or by those they can command.

Some of the most vital action groups are formed in relation to controversial subjects. We need, then, to define such groups and find their position in relation to the more stable groups of the community--we need, in short, to research the controversial. Until we do, we may research social action of meaningless varieties, but we will not be in the middle of questions of social change.

There is probably no one blueprint of research design that will tell us how to research every action structure within a given community.

Any particular research design must always be modified to get at the specific question that one is asking. Let us illustrate, concretely, how field research may modify a preconceived design.

We have a graduate student at the University of North Carolina who wanted to go into a very small community in South Carolina to examine power relationships in an industrial boom town. This student took with him a research design that had been utilized in working out power relationships in a metropolitan community. After about a month in residence in the community, the student came back to the University very distressed. He said, "I do not believe that there is any power structure in Boom Town. In your research design and field work you found that policy makers worked through formal committees and formal organizations, in many instances, to achieve their ends. In Boom Town formal organizations, in a civic sense, are practically non-existent. There are no committees in the community. All the big people in town know each other on a first-name basis and they just drop by each other's offices and decide things!"

Well! Because there were no committees and formal civic organizations in Boom Town, such as there were in Regional City, the metropolitan community mentioned, did not prove that there was no power structure in Boom Town. We have since posed the simple questions, "What is there in Boom Town, and how do things get done?" And an excellent piece of research is going forward.

In all of this discussion we have been concerned with action groups. We have touched upon the fact that organizations may play an important part in bringing activity to logical conclusions. Nothing has been said about the individual or the millions of individuals who may not belong to action groups or associations. It is possible, at some point, that some of us might want to turn our attention to inaction groups, and here I will merely pose questions that many of us undoubtedly have thought upon. "What of the unorganized individual who quietly makes up his mind on issues in an age in which joining massive associations and the utilizing of pressure and force seem to be the ways of getting things done?" Inaction is perhaps our biggest problem in change. How do we approach a study of this phenomenon? I can only pose the questions at this point and not attempt to answer them.

I become increasingly convinced, as I go around and talk with people, that they are willing to answer questions on almost any action subject that we wish to investigate. Social science research is apparently fairly well established and accepted in our culture. Many people that I have talked to in relation to policy subjects have wondered why some of the sociologists have not been around before. Our problem as researchers, then, is possibly that of asking questions that are meaningful to us, first of all, and that in the long run have solid social implications. Knowledge has always been a lever for change. We can strengthen the lever, as a people, as we will.

(Dr. Hunter concluded his presentation with the reading of a case study on a Southern community, which has since been published as "Power Is Where You Find It," Adult Leadership, 3 [May, 1954], 4-5.)

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[1]W. Lloyd Warner et al., The Social Life of a Modern Community (1941), The Status System of a Modern Community (1942), The Social Systems

of American Ethnic Groups (1945), The Social System of the Modern Factory (1947), (New Haven, Conn.: Yale University Press).

[2]August de B. Hollingshead (New York: J. Wiley, 1949).

[3]Oliver C. Cox (Gardon City, N. Y.: Doubleday,,1948).

[4]Gunnar Myrdal (New York: Harper and Brothers, 1944).

PERSONALITY AND INTERGROUP RELATIONS

Gardner Murphy

No man is an island. Even in those moments of intense solitude when we strive to realize the meaning of our own existence, or to reach out to some eternal cosmic principle which is beyond man, we realize our deep humanity, our need of one another, our membership in one another.

Much has been written since the time of Darwin about the biological roots of human nature, about the cave man and the savage. But in point of fact, the biology which has sprung from Darwin's way of thinking shows how intensely social we are, how deeply the members of all the higher species depend upon their group life for the realization of their own existence, how intensely humankind reflects an interpersonal craving for social fulfillment, which is just as deep as any sense of difference, any need for individualistic self-expression.

When we speak, therefore, today, of man as a bio-social animal, a creature who has both biological individuality and the need to express himself in the social group, we are not speaking of a conflict between his biological nature and his social nature. Rather, his social cravings spring from his biological nature; and his social life, far from being grafted artificially upon the biological, is a fulfillment of his existence as a living thing. The social is, in fact, the rich, complex fulfillment of man's nature, becoming ever more complex as both biological and social evolution continue. I stress this point because, so often, we still tend today to set up an artificial contrast between man's supposed individualistic nature springing from the ruthless competitiveness of the past, and the warm, generous interpersonal social life which we strive for today. I think the case could be made more convincingly that artificial forms of social living, setting the hand of one man against that of another, can interfere with the fulfillment of the individual personality.

But when we speak of man as bio-social, we must also stress the fact that every member of the species has his own individuality, both with respect to the tissues of which his body is made, and with respect to the patterns of self-fulfillment which the learning process represents. The individual is biologically unique, and his life history is unique. He comes, therefore, to see the world in a manner which, though shared with many others, has its own distinctive mark. This can be shown particularly easily in the psychology of perception. Traditionally, we have imagined that everyone sees essentially alike. The modern approach to the psychology of perception has shown how far this notion is from the truth. Different human groups with different sensitization to the world around them actually see, for example, different things in the lightning and hear different things in the thunder, and every individual member of each community sees and hears in his own personal terms. The recent experiments of Witkin[1] and of Klein[2] bring out the deep individuality which appears in every laboratory task, one person making distinctions which another ignores, one emphasizing and organizing in a way which is distinctive only of himself.

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[1]The footnotes are at the end of each paper.

Each child, for example, sees as his own individuality and his own situation requires. This has often been something of a surprise to us, as for example, when we study the different meanings of race to different children. We might assume from a naive point of view that one child is like another in observing the skin color and the other criteria of race which distinguish himself, the members of his own family, the members of various families in the community, noting the physical differences, but discounting their importance. In a sense, this whole picture is wrong. Actually, each child does, of course, begin to note distinctions, but whether these are important or not, will depend very largely upon the social meanings which are attributed to them. He does not first see white or black, and then attach an importance to it. Rather, his emotions are growing as his distinctions in perception are made, and he may, even in the early years, come to perceive black as good, and white as bad, or vice versa; or, as in the studies by Kenneth and Mamie Clark,[3] Negro children exposed to the general prejudice against dark pigmentation, may see pictures and dolls of darker hue as less desirable. Year by year, as appears in Horowitz' study,[4] the child comes to take over more and more completely the pattern of perception which characterizes the group in which he is reared. He may make those distinctions upon which there is emphasis. Other distinctions he tends to ignore. There are, however, within any stereotyped process, wide individual variations, and one finds in Horowitz' study, as in others, a tremendous range from those who take over uncritically the standardized or stereotype position of the group, to those who deviate wholly from it and show none of the impact of the group pressure.

It is customary to emphasize rather unfortunately only the tragic consequences of social and individual factors in perception. It should be recalled, as Llewellyn has made clear, that in the first instance the little child naturally craves solidarity and unity with those about him. He takes over the habits of perceiving, feeling, understanding, remembering, thinking, and imagining which make him an acceptable and normal person. In this he derives strength. When Mrs. Murphy and I were in India for UNESCO observing the relations of Hindus and Muslims and the people of high or low caste, and the people of cities and villages, we found borne in upon us ever more strongly the fact that the child of India must crave and receive a deep sense of unity with his own group, because it is the only safety, the only strength, the only stability which life can offer. We may think, for example, of caste as an unmitigated evil, and it may well be when conceived in terms of intergroup prejudice and hostility. Historically, however, and still to a large degree, today, caste represents a basis by which even the humblest may discover solidarity, strength, and unity with their fellows. The problem, then, in contemporary India, is not the simple one of liquidating the tradition of caste. In the same way, in our own country and elsewhere, the problem of intergroup patterning can hardly be effectively conceived in safely negative terms, in terms of destruction of the sense of group unity and group solidarity. Rather, this phenomenon of social solidarity is a basic fact which characterizes all early perception and, indeed, all early psychological responses, and without it, nothing like the normal development of human personality is possible. The positive problem is to create, along with this sense of group membership, a sense of communication, a sense of fellowship and equal status with the members of other groups.

This leads to an issue which has been much discussed under the general head of cultural pluralism. Is it essential for mental health that all individuals identify with some great central national standard

and forget the individuality of their own sub-group? Is it, on the other hand, more desirable that we develop in our democracy a sense of diversity, a sense of the richness and many-sidedness of our national life, each group retaining its traditions? Can the two be combined, as in Walt Whitman's passionate identification with the people of all lands and periods and, at the same time, his intense sense of membership in America? Can personality actually grow up rugged and ready to withstand stress and chaos if there is no strong central loyalty to an in-group? The reply may very well be that this sense of oneness with the in-group can provide the very basis upon which a sense of fellowship with other groups can be established, whereas if the child has never had a satisfying sense of group membership, he can scarcely afford the luxury of multiple-group membership. If one is never accepted by one's own group and never proud to be one of its members, one can hardly ever take seriously the invitation of other groups, the sense that one is really wanted elsewhere.

But if the child has not this sense of primary oneness with his group, is there anything that can be done to make up for what should have been done in the first years? I believe that the answer is in the affirmative, and that we can learn enormously from those who have undertaken to develop a sense of worth among those whose early years had not afforded it. I think, gratefully, of the years when Fanny French Morse, superintendent of the New York State Training School for Girls, showed us what could be done with the adolescent girls entrusted to her care. Here were a group of girls, 14, 15, and 16 years of age, who had been kicked around, humiliated, and often driven into a toughness and hostility quite alien to the original core of human nature, marched about in solemn, silent two-by-two's, assigned mechanically to jobs which meant nothing to them, allowed no beautiful or personal things in their rooms, no recreation except in the presence of an adult who watched their every act and word. Here came Mrs. Morse's sudden declaration: the guardhouse made into a recreation room, the strait jackets burned up, the girls allowed pictures, their own beauty shop, their own regular weekend visitors--families and boy friends from the city. Those who saw the transformed, joyful faces of these girls could never forget what it meant to discover a mother, a restoration to group living. Starting on the assumption that people were potentially social, starting on the assumption that they strongly needed a we-group which was inwardly coherent and satisfying, she discovered that by the realization of the true self in the group, actually, the hostility toward the group disappeared. Instead of finding that personality weighed down by a decade of wretched habits could only sink under its own weight, she had the courage and faith to demonstrate that new personalities could be made. The psychodramatic methods of Dr. Moreno carried forward in the years when Mrs. Morse was superintendent of the New York State Training School were an enrichment and elaboration of this conception of spontaneous creativeness, the realization of the self in the group.

Today one must attempt in such a discussion to make clear that this development of a sense of one's own individuality and group membership depends to a considerable degree upon understanding of social roles, that is, assigned tasks which one can learn to understand and effectively carry out. Here Moreno's use of the psychodrama, many of the techniques of group dynamics, and indeed, very widely, the stage as an instrument of education, have helped us to make more clear to what an extraordinary degree the process of becoming a person is a process of understanding roles and integrating the roles. You see this most clearly if you notice, as in the studies by Hartley, Rosenbaum, and Schwartz,[5] how limited the little child's understanding of roles may be. A six-year-old may say, "My daddy

carries letters, but when he's a mailman, he's not my daddy; and when he's my daddy, he's not a mailman. My mommy is Jewish because she reads the Jewish newspaper, and she is American because we watch the parade where my daddy is marching. My mommy is American then, and she's not Jewish; and when she is Jewish, she is not American." These conceptions of a little child, anchored upon the conception of roles, appear to be more than instances of linguistic confusion. The child discovers the various acts, expected performances which mark a place in life, and must learn gradually how these can be combined, so that a given individual, for example, can be husband, father, mailman, Jew, Democrat, music lover, all in one. He himself, too, must learn these roles. He must learn what is appropriate, what is done by boys of his age, and he must learn in terms of all the club, group, religious, ethnic, and other assigned roles which belong to him. As a matter of fact, personality can be conceived, to a considerable degree, in terms of the integration of the many roles. Often, a person's hostile or irrational behavior may be understood more effectively if we realize that he is consciously or unconsciously acting the role which he has assigned himself or which others have assigned him.

Again, in India, we had many illustrations of this pattern, with reference to the development of hostility between Hindus and Muslims, which became, as you know, so terrible at the time of the partition of India, in 1947. To be a good Muslim, for example, one must believe and one must spread the rumors indicating the persecution of Muslims by Hindus. The newspapers actually are solidly built up from material representing the specific ethnic and religious slant of their publishers. As one learns solidarity with a group, one learns what one must believe regarding the other group. My friend Pars Ram made a series of intimate studies of rumors and their transmission in the city of Aligarh. A little hostility between two groups of boys, Hindu and Moslem, was spread through the rumor factory the next few days, until after seven steps in the development of the rumor had been authenticated, it was a matter of common knowledge, so the Muslims said, that there was to be a massacre at the time of the celebration of the coming holy days. It is not enough for us to smile knowingly at the credulity of others. Actually, the process by which the group feeling, the we-feeling, develops with reference to the they-feeling is the very heart of all those rumor processes and processes of stereotype formation which get us out of communication with others.

The acceptance of such social roles is not necessarily a conscious process. The child early learns what kinds of tasks are assigned to what kinds of people. He finds groups of roles hanging together, as, for example, all the various masculine roles hang together and all the feminine roles hang together, and there are similarly clusters or groups of roles that have to do with membership in race, class, ethnic, and other groups. Part of the process of social stereotyping, which we all observe and deplore, is due to the fact that these roles have a high degree of uniformity. If, for example, a minority group is forced into certain activities, and these activities require certain roles, and with these certain psychological attitudes develop, the stereotyping of the group as having certain attributes is not necessarily sheer fantasy. It may be a result of the process which we have described.

I could personally wish that there were more research on the process by which such roles are assigned and the way in which they are understood. This can easily be observed when a new job opportunity develops or a new area is being exploited. For a while there is confusion, and then

gradually the power system of the community expresses itself in the assignment of tasks to certain persons and the assignment of powers, privileges, and honors to certain individuals and groups.

Prescott Lecky has written interestingly about the psychology of self-consistency,[6] the process by which each individual develops a series of ideas regarding himself, which must, perforce, hang together. Whenever he is asked to undertake some new activity, the question consciously or half consciously arises: Is this the sort of thing that a person like me could do? Is this fitting and appropriate to myself? He may think: I wouldn't aspire to this, or I couldn't sink as low as that. Or he may feel: I'm just not the kind of person that could do this or that. The psychology of self-consistency has been developed by Lecky to a point of maintaining that each person has a coherent and well-organized system of images regarding himself. From this follows the idea that a serious strain arises if one finds oneself carrying out a role which is incompatible with the rest, or developing an image of oneself which is out of line with other images. Actually, I believe this clinical aspect of the matter of roles is in urgent need of being spelled out more fully for intergroup workers. It is easy to oversimplify the facts. Thus some group workers seem tempted to feel that it would be easily possible for most individuals to throw their stereotypes away, or to liquidate their arbitrary stereotyping of other persons or themselves. In point of fact, the development of the uniform group outlook is one of the main safety-guaranteeing processes which lonely frightened people have, and it must be handled with patience and skill. One frequently discovers a strain or confusion if the images of the self lack their familiar contours. From this viewpoint there is a serious clinical problem to be honestly faced whenever groups develop new relations towards one another. We find this sort of thing frequently after a meeting of a good will group of some sort, like the Fellowship of Reconciliation, or the summer conferences of the American Friends Service Committee. When the various members then go back to the old situations which are highly standardized in traditional terms of intergroup remoteness or even hostility, any sort of change will appear strange to our old companions, indeed incomprehensible and threatening. When the students at Teachers College studied by Tredwell Smith had overcome a very large share of their prejudice against Negroes and then had to live again in the communities from which they had come, they had to face the fact that their new attitudes led to misunderstanding and strain among their associates.[7] The same is involved whenever any individual undergoes a personality change involving an alteration in his picture of himself, or his picture of his relations to others. "What will they expect?" "How can they ever forgive?" "Will I be the same person that I have always been?" "Do I <u>understand</u> both them and myself well enough to hold my ground with both patience and generosity?"

I believe upon one point, however, that Lecky's view of the matter is a little too simple. He implies that any change whatever in the picture of the self will involve frustration and difficulty. There are, however, certain cases which we can all recognize in which we are under constant pressure to make certain change in order to be consistent with an expressed ideal, or in order to meet a social demand which we have hitherto failed to meet. In these cases, there may be actually an alteration in the self image, for the better. The inconsistency may be momentarily surprising or bizarre, but it may be gratifying nonetheless, since it seems to be moving in the right direction; and slowly, the old elements which made up the old familiar self may fade or disappear, allowing the new elements--the desirable elements--a favored part in the total. It is, of

course, this sort of thing which constitutes the reeducation of personality.

I would like to stress the implications of this point for the understanding of changes in attitudes, on all sorts of public questions, including economic, political, racial, and religious matters. Such changes are still frequently described in terms of the traditional language of propaganda or group suggestibility. Actually, we have no evidence that sheer reiteration has any particular effect. Hundreds of thousands of commands to children to wipe their feet before they come in, or to adults not to throw cigarettes on the floor, may lead only to a hardened and permanent indifference. Propaganda, on the contrary, achieves its result not by repetition alone, but essentially by the methods of advertising, e.g., by setting up a picture of the self as being more successful, more adequate, and carrying more prestige in the community by buying this, smoking that, wearing the other thing; and in the same way, groups are constantly being pushed into competitive positions as living in the better residential districts, or going to the better churches, or having the best college education, or what not. Group competition, in other words, as well as individual competition, is constantly used on a small scale by local manufacturers, realty people, and so on. This kind of propaganda may be far more effective than the heavy political propaganda of radio and press. Where the heavy propaganda, as of the Hitler or McCarthy type, wins huge success, this is largely due to the inflation of self-regard and group feeling on the part of the little people, that is, the people who feel threatened and their status confused by some large, vague group which represents, they believe, a threat to them and which they cannot directly get at. Today the scapegoat may be the Catholics, tomorrow the Jews, the day after tomorrow the Negroes, and, of course, millionaires, labor leaders, college people, braintrusters, radicals, and thousands of other groups can be stereotyped in such a role. The point that I would mainly stress is that attitude change, whether through propaganda or any other agency, is not miraculously wrought by sheer repetition or by some strange perversity known as suggestibility. Attitude changes are motivated, they meet human needs; they spring from compelling human situations; and these human situations mostly have to do with group insecurity and frustration, with the misunderstandings which arise from a protective or self-insulating society where one feels rejected, deprived, frustrated, or disbarred from the best social participation.

From these processes of social isolation and rebuff and the corresponding pressure to find oneself one with the strong and the adequate in society, come the moralistic phases of these processes. There probably never was a persecution, a lynching, a public humiliation of any person, great or small, that did not bring among the beholders some sense of moral superiority, not merely having a laugh at the expense of those who are degraded, but rejoicing in the sense that one is not as other men are. You and I, with our treasured sense of oneness in the great religious tradition which has meant so much for human brotherhood from the times of the Mediterranean world to today, must reluctantly admit that in many studies it has been found that religiousness and moralism have actually played a part in intergroup persecution, in other words, that the process of pride in group membership easily spills over into a sense of moral solidarity. Floyd Allport long ago pointed out that that which we would be ashamed to do in humiliating another human being, if we were serving simply as individuals, we may be glad to do in the group, and actually proud to do--morally proud, I would say--when the individual can be held up as an enemy

of the people and ourselves made one with the forces of society which are carrying out the act of condemnation. Morals, the inner sense of being right, is a very precarious guide in such cases, unless it is always checked against the touchstone of warmth and generosity of human feeling. There is, from this point of view, a profound difference between morals and moralism, between human rights, on the one hand, and the cliche, "it serves him right," on the other.

Again, a clinical view of this matter of group membership becomes necessary when one looks at the individual who has been rejected. Theodore Newcomb has made a convincing case to the effect that isolation, loss of communication with other human beings, is a primary factor in the causation of mental disorder and a primary token that the disorder has reached alarming proportions. As a matter of fact, psychotherapy consists to a very large degree of identifying those whom Moreno would call the isolates, and somehow giving them the sense that they are chosen for group membership and an opportunity to feel the joy of being themselves the choosers of their own companions. Perhaps there is a greater, a more intimate relation here between psychotherapy and group practice than we would ordinarily recognize. Perhaps more of the clinical in the social, and more of the social in the clinical approach.

I must add with all the emphasis of which I am capable that sheer appeals for intergroup good will are far less effective than positive goals for community action which can be shared by all groups. From India to Israel to Britain to American efforts in the fields of public health, education, and civic decency, it has become as clear as crystal that we can best learn good will not by exhortation but by group action towards goals which all our various groups are determined to achieve.

I will now ask you to imagine a little boy of seven, living in a suburb of Boston, through which the Boston and Maine Railway ran out to the west. On one side of the railway lived those with Anglo-Saxon names. These were Republicans, Protestants, and commuters to Boston. On the other side of the railroad tracks lived those with Irish names, predominantly Democrats, Catholics, and non-commuters. Imagine the little boy's name to be Murphy, though of a Protestant and a commuting background, complicated by the fact that his father was a Democrat. You will immediately begin to understand that problems of minority group membership cannot all be described in a few words. Here, with residence among the majority group, with classification in two respects with the majority group, there was nevertheless an enormous affinity based on name and ethnic considerations, and much confusion during the critical years of the elementary school. This was carried to another community, and it was a matter of years before the issue was sweated out. There was a chance to observe, during those years, all sorts of different minority-group problems, some relatively easily borne, some, such as those of the Negro group, almost unbearable, and, in fact, occasionally breaking the back of some boy or girl, though most individuals somehow managed with patience and humor to fight their way through to a dignity and a place of respect in their own eyes and those of others.

If we will look at minority-group problems in terms of the issues which I have tried to sketch out, you will feel, I think, that the following points can all be brought into relation to the problem. First, the fact that one has to find strength in the early group relationships, and has to find oneself one with the group, in order to be a strong individual standing on one's own feet; and that this group membership may often be the

very factor which later leads to the experience of collective rejection. Second, from this group membership follows the matter of social roles and the consistency in which the roles are to be carried out. Third, from this, likewise, follows the process of fundamental self-justification and group-justification which make each little humiliation a humiliation of the whole group to which one belongs, and leads, therefore, to the development of that ambivalence towards the majority group in which one both longs to be a member of the group and, at the same time, hates the group with the collective intensities of childhood group feeling.

Again, I would like to illustrate from the Hindus and Moslems of India. The Moslems, today, a minority in contemporary India, feel intensely one with their co-religionists of the new state of Pakistan, feel intensely that as a minority group in India, they can never receive their rights or a recognition of their culture. Their situation is almost by definition the one of minority-group hostility and a sense of persecution. The roles which they enact are, to a large degree, roles which come traditionally with their being Moslems, or are new roles imposed by their minority-group position of protest.

Yet, even here, one finds the point which I tried to stress, the enormous individual variability in response. Although the collective situation of the Moslems is precarious and their collective responses intensely hostile, we found over and over again in samples of Moslems, about 20 per cent who were without any intergroup hostility, people who took the position that there are good and bad in all groups, friendly and hostile in all groups, that no cultural group has any ultimate rightness as against any other group, that the fundamental problems are long-range problems of understanding and good will. There is, in other words, that individuality of response, that freedom from group stereotypes, even here among the uneducated village people of India, that we found also in some of the urban samples which I described.

Now what is the basis for this individual tolerance? I wish we knew. It would appear, from the present data, that the answer is again a clinical one, namely, that warmth of mothering, acceptance during the early years, freedom from violent and coercive discipline, a sense that one really belongs and has a place in the family, all contribute to an ability to accept other groups. The fact that one's own stance is secure means that one can give freedom of motion to other persons as well.

There is one other factor about minority-group membership which, I think, is almost always overlooked. That is the enormous creative role which minorities can play in making clear to majorities the inadequacies and incompleteness of their own culture. They may, of course, pay a price for this, as the Jews have had to pay over and over again through their literature of protest, their music and drama and science which have over and over again shown the non-Jew the fissures and cracks, the weak spots and inadequacies of the predominant Christian civilization of the West. It is often the minority group who, by living its own life, looking through its own eyes, can see what is healthy and unhealthy in the life of the larger group. The Negro, as he has become more and more articulate in recent decades, has also been more and more effective through his music, through his drama, through his folklore, as well as through the achievements of individual Negroes, of far-reaching social contributions. More and more, it has come to mean to the white man, as he looks through the Negro's eyes, not merely the recognition of an injustice here and there, but the recognition of a basic inadequacy and self-contradiction in the Christian civilization of which he is the most obvious exponent. I believe

we could go right through the line and show that diversity is always useful in the correction of monolithic stupidities, and that minority groups can play their outstanding part by virtue of the very fact that some detachment and suffering is involved in their position.

It was the genius of Kurt Lewin to see that all of these types of interdependence of persons upon one another and upon social structure could be the subject of systematic experimental study. I have time here only for a few examples of the experimental program which he initiated. First, about the question of experimentation upon the very processes of group cohesion. During the war, the housewives of Cedar Rapids, Iowa, showed repeatedly their willingness to help win the war by buying and serving various kinds of foods which they did not like, but which had to be used in order to free other foods for the armed forces. Take the matter of the glandular cuts of meat which most people dislike. When a nutritionist explained to them how to prepare these, they agreed that they would try the experiment. A quiet follow-up study showed, nevertheless, that after two weeks none had made the attempt. Another method was now tried, under Lewin's direction. Instead of having the nutritionist give a lecture, there was simply the raising of the problem and the housewives allowed to work this through in their own way. The nutritionist simply sat in the corner as a resource person. The women reached their group decision that they wished to buy and serve these cuts of meat. Two weeks later, a quiet public opinion study showed that actually many of them had initiated this new and rather daring practice. The fact that it was their group decision made them committed, not as individuals, but as members of the group.

You have all seen this sort of thing, over and over again. We make an individual decision, and it collapses under stress; but in the group we stand firm. In the same way, those who are trained in the Gandhi schools in India, revolutionary in their basic difference from other educational institutions, cannot as individuals start new Gandhi schools in their own villages because it is known that human nature is too weak and will yield to tradition. They are sent out like the ancient apostles or like the modern Sisters of Mercy by two's, so that when the two are subjected to group criticism, they will stand together. Many a group worker has found this principle in his or her own life.

Another illustration from Lewin, actually his pupil, Alex Bavelas: When women textile operatives were induced to make a greater effort to make more cloth during the war, it was found that the effective problem was not to produce individual persuasion, but to turn over to the group, as a group, the problem of how much they wished to produce. After a half hour's discussion, they launched forth on their new program and produced far more than they had ever produced before, and this continued throughout the whole term of the study. Over and over again, one finds that a group decision clinches a matter which an individual resolution cannot clinch.

If group decision can do more than individual decision, this raises the question whether there may not really be such a thing as group creativeness, whether there may not be a release of personality in the group greater than that which ever occurs in the individual. Students of the history of the arts tell us that over and over again this has happened. In Italian Renaissance painting, in the Viennese music of the early nineteenth century, a group morale, a group creativity, has developed in which each individual can share. The individual has to have his ability to move away into his own retreat, but, then, as William Hocking has shown,

the force of his return into the group again, the intensity of his desire to communicate with his fellows, like Zarathustra returning from the wilderness to his people, like Jesus returning from the desert or the mountains to preach to the multitudes, shows that it is actually through the electrifying effect of group participation that individual creativeness achieves its peak.

This, however, can be true only if each individual in the group has his own periods of isolation, his own chance to develop individuality. If we are to achieve democratic group work, rather than crowd or mob behavior, we need to have recognition of individuality and long periods of genuine quiet and isolation, in order that the return to the social may be more intense and satisfying.

To summarize--I have tried to make eight points: First, that membership in the social group is a central part of personality and can be changed constructively only through patience and skill.

Second, that warm in-group feeling, far from causing hostility, can lead into the appreciation and enjoyment of out-groups as well.

Third, that group membership means the understanding of social roles, and consequently that we must understand the way in which the individual views such social roles if we are to alter the prevailing intergroup relations.

Fourth, that attitudes do not arise from sheer repetition of slogans or propaganda, but from human needs, especially the need for status, and consequently it is only by studying human needs that we can deal with social attitudes.

Fifth, that minority groups add much to the richness of our civilization and to the perspective with which the majority group views its problems.

Sixth, that research can profoundly improve the quality of interpersonal and intergroup relations.

Seventh, that the discovery of group goals can powerfully draw social groups together.

And, eighth, that cutting across every generalization about intergroup relations and personality, there are profound individual differences, which can only be understood through an intimate study of individual character.

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THE STATUS OF RESEARCH IN INTERGROUP RELATIONS: RECENT TRENDS AND PRESENT NEEDS

Robin M. Williams, Jr.

Introduction

In view of the discussion of this afternoon concerning practitioners and research people, one introductory remark seems in order. For many years I have struggled with research problems and have watched my colleagues do the same. I have also observed the efforts of practitioners in this exceedingly complex field, and have even tried a little "practice" from time to time on my own account. Remembering these experiences, I fervently hope that my sympathy for you is at least equalled by your sympathy for me as I try to summarize and evaluate recent developments in research on intergroup relations.

Two comments by way of acknowledgments are intially necessary here. One is that this paper is in large part the product of help given by my associates in the Cornell Intergroup Studies: John P. Dean, Lois Dean, Robert B. Johnson, Pauline Moller, and Alex Rosen. The second point is that most of the material for this review was originally prepared for a conference on research in human relations, sponsored by the Rockefeller Foundation, in January, 1953. The present remarks represent an abridgment of that review, with the addition of some later reflections on more recent research.

The output of research is now so great that a review and assessment is really called for every year or two. The present paper is largely confined to work done since 1947, but so many studies have appeared since that time that this has to be an extremely sketchy review.

In the interest of brevity, this paper will largely pass over the earlier appraisals by Rose and Williams, in order to focus more intensively upon developments during the past five years. This presentation is organized under the following topical headings:

I. Comparative studies
II. Behavior of minorities
III. Situational analysis
IV. Social perception, personality, and prejudice
V. Intergroup contact and interaction

Before examining each of these items in turn, let us look at certain broad trends in research which seem to cut across a wide variety of the special subject-matter fields.

In sheer volume of published work, the leading research area during the period under review was that of the relation between personality and "prejudice." At the same time, perhaps the most prominent shift in research emphasis has been the increased interest in patterns of discrimination (or differential behavior) as over against individual attitudes

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[1]The footnotes are at the end of each paper.

(stereotypes, antipathies, and so on). From the 1920's into the late 1940's we had had a large number of studies which attempted to describe individuals' stereotypes of racial and cultural groupings, their feelings of social distance, their expressions of liking and disliking. From such studies we have learned many useful things about the distribution of prejudice in various segments of the population and about the objects of positive or negative group categorizing. However, the great majority of the studies were too static and sheerly descriptive, and they tended to treat "prejudice" as an unanalyzed aggregate of individual attitudes, divorced from the functioning of real personalities, and from enduring social relations, and from the structural properties of groups and communities. A trend away from these much-ciritieized orientations was already discernible at the close of World War II and has continued since that time.

Reorientation has proceeded in several main directions. First of all, attention has more and more turned toward the study of actual intergroup contacts and relationships, rather than of prejudices treated in isolation from these relations. Secondly, considerable effort has been devoted to "action research" (or research on action), concerned with the effects of various types of purposive action aimed at changes in the attitudes or behavior of individuals and groups. Third, comparative or cross-cultural studies have re-emphasized the potential fruitfulness of closer examination of "experiments of nature." Another area of research contributing to what we might call the relational emphasis deals with the behavior and attitudes of minority-group members, and the patterns of interaction within and among ethnic, racial, and religious minorities. Fourth, we have witnessed increasingly sharp awareness of the wide variability of attitudes and behavior in different social situations--an awareness that is beginning to evoke interesting new research approaches. Finally, more systematic and detailed attention is being directed to the actual role of power in intergroup relations, as influence works through established channels of social structure--or creates new channels.

In the beginning, it is perhaps not too much to say that, above all, we need studies of changes in intergroup relations, for it is through analysis of change under optimal conditions of having control of, or knowing the values of, the relevant variables that we can most clearly see relations of cause and effect. For purposes of action, such analyses need to be strongly supplemented by systematic appraisal of the accessibility to manipulation of the main variables shown to be important by causal analysis. Such assessment is currently highly inferential, and the existing data are largely derived from fragmentary observations of varying reliability and validity. But purposively to change something, wisely, we need to know more than that a certain antecedent-consequent relation exists; we require also an estimate of the degree to which the causal factors actually can be changed; as well as a notion of the magnitude of the effects.

With this brief preview, let us turn to the more specific review and evaluation of work in this field.

Comparative Studies

A recently increased research interest in racial and cultural relations in societies other than our own[2] arises partly from urgent inter-

national problems and partly from strictly scientific interests. Social scientists have become more and more concerned to insure that their methods and their generalizations are not too closely culture-bound and localized in time and place.

Logically, the comparative method is an approximation to experimental design and would therefore seem to constitute an especially productive approach to the complex problems of race and culture. In actual practice, the contribution of cross-cultural studies in this field, although substantial, seems less than might have been expected. One reason may be that most American community studies and most studies of other cultures have really been individual "case studies." Each piece of research typically deals with a "sample" of one case--a community, a tribe, a village. Such work has been invaluable in extending our perspective and in correcting culture-bound generalizations. We are able in a rough way to contrast polyglot Hawaii or the interracial culture of Brazil[3] with South Africa[4] or Mississippi. We have been shown that groups of different race and culture can interact for long periods without conflict while retaining their separate identities.[5] Nevertheless, because the separate studies have used different research methods and concepts, it is difficult to make exact comparisons of the data. In the writer's opinion such problems can be solved, and it is a fact that systematic work is already under way to attack these methodological barriers.

It has been copiously documented that the contact and intermingling of different racial or cultural groups may or may not eventuate in conflict, or assimilation, or subordination of one grouping to another. That this apparently obvious finding is not always obvious is indicated by the many examples of political and administrative action based upon unwarranted generalities in this regard. To cite one example, the idea that even initially friendly intercultural contact tends to lead to increased understanding coupled with increasingly favorable attitudes is reflected in various contemporary programs involving international visits, exchange of students, and the like. That "ambassadors" of this type do not always react in the manner hoped for is perhaps no surprise to students of race and culture conflict.

A second case in point is the prevalence of the idea that ethnic assimilation is a kind of "natural" or "inevitable" outcome of extended intercultural contact. Yet we know that distinct ethnic groups may live together in close contact for long periods without any really important borrowing or assimilation.[6] Also, there are new indications that rather complete overt assimilation may overlay the subtle retention of many of the characteristics of the original culture.[7] The melting pot does not always work. For example, Munch gives a careful description of the processes by which the original culture is defended against assimilation, in the case of certain rural Norwegian groupings in Wisconsin, and makes the very important point that cultural assimilation does not necessarily bring social assimilation.[8] The latter point has been theoretically developed by Milton Gordon, who makes a convincing case for viewing our social structure as segmented or compartmentalized into relatively closed groupings defined by a combination of ethnic, racial, religious, class, and residence factors.

Comparative studies of different societies have underlined the great importance of the analysis of these structural problems.[9] Research at this level deals with true group-properties, ". . . the forms that the interrelated activities of individuals take, not simply the activities

of separate individuals."[10] As we shall have occasion to discuss later in this paper, the psychological and social processes involved in race and culture relations appear to be broadly the same as in any other types of human relations. The distinctive criteria which mark off the unique features of racial and cultural relations, as traditionally delimited, are mainly structural, e.g., the fact that ascribed statuses are involved, that social categories are utilized to define membership and reference groups for the acting individual, and that continuity and depth and permanence of personal commitment flow from socially shared expectations centered upon such categorical definitions of individuals.

One of the more encouraging signs of progress toward maturity and clarity in this field is the growing emancipation from those "atomistic" studies which treated the members of different cultural and racial groupings as mere aggregates of individuals.[11] For all their shortcomings, it has been one of the great virtues of community studies that they have discerned and highlighted the basic fact that race and cultural relations are relations--that there is organization, recurrence, continuity, pattern, and interrelatedness in the personal interactions and correlative sentiments of the individuals who occupy culturally-stylized roles in the community.

Insofar as we are concerned with groups and cultures (rather than individuals studied in isolation from these contexts), we must be concerned with comparisons which will bring out patterns as well as item-by-item relations. For instance, the current Cornell studies have collected data from approximately 250 cities in the United States; the survey contains data on the type and degree of intergroup segregation and discrimination, the size of minority populations, the level of intergroup tension, and a series of related variables. From these materials, currently under analysis, we hope it will be possible to derive pattern-comparisons on a large number of factors.

Research on the Behavior of "Minority Groups"

Social scientists working in the diverse and pluralistic society of the United States have long been sensitive to the complicated criss-crossing of relations among those ethnic and racial segments which are themselves "minorities" in the culture as a whole. As nationality groupings have gradually lost much of their former importance, attention has turned to racial aggregates and still more recently to relations among Catholics, Protestants, and Jews.[12]

The situations and behaviors of minorities may be categorized under three main headings: (1) degree and kind of intergroup communication and interaction with (a) other minorities, (b) the dominant majority group; (2) attitudes and personality characteristics resulting from minority status; (3) internal differentiation of the minority population.

The communication and interaction of any "minority" racial or cultural grouping with the dominant group is, of course, one pole of a two-sided relationship. What, looked at from one pole, is a "stimulus" becomes a "response" from the other. This was very clear to some earlier students of race relations, notably Park, but has tended to be obscured in the present generation by the focus upon "majority prejudice," although everything we know about human social behavior points to its inherently reciprocal nature. If we do have recognizably differing groups and

cultures, a certain kind of "ethnocentrism" (in the sense of positive identification and loyalty) is inevitable if there is to be any social solidarity at all. These very general considerations, however, need to be refined and specified by more rigorous and objective research.

The presence of interminority prejudices and conflicts continues to be noted and described--from the Durban riots to Harlem's anti-Semitism, or the attitudes of Seattle high school students.[13] It still remains true, however, that we need much further analysis of the conditions producing such divergent patterns as interminority conflict, or alienation and withdrawal, or a common front against a superordinate majority.[14]

Certain purely descriptive data concerning minority reactions are of direct usefulness in considerations of social policy. Because of barriers to communication and understanding, the members and leaders of one racial or cultural group often do not actually know the aspirations and values of the other. For example, An American Dilemma[15] suggested that Negroes' aspirations were in reverse order of those attributed to them by Southern white people and that Negroes want the abolition of just those discriminatory patterns which whites are most willing to give up. A recent local study provides some confirmation.[16] Negroes in Columbus, Ohio, are shown to object most strongly to legal and economic discrimination and then in descending order to discrimination in political life, public services and facilities, "social" courtesies and respect, and last of all, sex relations.

The depth and intensity of minority-group reactions to suppression, deprivation, and "tolerance" has been repeatedly documented during the period under review. Also, further evidence has been accumulated as to the nature and sources of self-rejection or "self-hatred" among minority-group members.[17]

The notion that persons in particular racial and cultural categories are internally homogeneous is, of course, belied by every serious piece of research we can find.[18] In their internal complexity, our minority groupings are at one with the remarkable pluralism of American society in many other respects. One of the more important insights which have emerged from close attention to the actual behavior of minority-group members is the sharp differentiation in modes of response to the pressure of dominant outgroups. A major line of useful research lies in the further specification and explanation of variations in just such differentiation. The world-wide relevance of additional knowledge on this matter is suggested by such diverse cases as the role of Eurasians in India, the Turkic Mohammedans in the Soviet Union, the Westernized civil servants in Indonesia.[19]

Social Perception, Personality, and Prejudice

In the years since World War II, probably the most prominent single research interest directly related to race and culture relations has been in the exploration of the connections between "prejudice" and various psychological processes and personality characteristics. Many studies are reported, and the cumulative findings represent substantial progress.[20]

New light has been thrown upon the development of concepts, stereotypes, and intergroup attitudes in young children. It seemed clear in

1946 from general theory and from available studies that young children did not manifest prejudice: the notion of instinctive aversion had been effectively shattered; we knew prejudice to be a learned response; we knew that the elaboration of concepts requires extensive learning. We still know all these things, but recent studies have shown outgroup-rejection responses and surprisingly definite stereotypes even at nursery school and kindergarten levels.[21]

An essential point is that all perception is selective and that this selectivity is in part determined by the actor's interests, needs, values, and capacities.[22] Both the actor's immediate "needs" and his cultural frame for perceiving are involved. In the case of "social perception" of other human beings, the cultural definition is of paramount importance. It is for this reason that the so-called stereotypes of ethnic, racial, and religious groupings are of such great interest to the student of social cleavage and social integration. What is perceived is organized by expectations. When these expectations are in terms of named classes of persons we may speak of "categorical perception." In the processes of identifying and characterizing other persons, all human relations are affected by the mixtures of understanding, non-understanding, and misunderstanding which both experience and social psychological theory lead us to expect.[23]

It seems likely that this is a subject on which we can expect material clarification from experimental work in the general psychology of perception. We have just now arrived at the point at which the whole problem of social perception could be sensibly formulated, and even visualized in a form susceptible to operational research attack. It is likely that in the next few years rather important new developments will occur, both at observational and experimental levels.

One other point seems basic here. It is commonly, and tacitly, assumed that the verbal indorsement of stereotyped statements about racial and cultural groupings represents "real prejudice," or at least, a "real attitude." Much further investigation remains to be done, however, to determine the actual meaning of stereotypes to the persons who subscribe to them, and especially the salience of stereotypes and the intensity of commitment to them. Thus, we have had the pointed challenge of a British study of national and racial stereotypes which asserts:

> It has generally been assumed that stereotyped replies to questions on "national characteristics" indicate stereotyped thinking on the part of the respondents; our results suggest per contra that the majority of respondents have no particular views on the subject at all, and are perfectly aware of the fact that any replies they can make are merely the result of cultural and social indoctrination. In other words, the results of studies of this kind are predetermined by the methodology used; when we look for stereotyped views, and give the subject no chance to reply in any non-stereotyped fashion, we should not be surprised that the answer we get is a stereotyped one. . . .[24]

Turning to other developments in the social psychology of intergroup relations, we may first note a major shift in research interest. Although the long-popular "attitude studies" continue to appear, an apparently increasing proportion utilize sophisticated methods, and are less concerned with the straight reporting of mass attitudes than with the relation of particular opinions ("attitudes") to personality, on the

one hand, and to interpersonal behavior on the other.

From many sources, there has developed the notion that "prejudice" can not be expected to be a completely separate compartment of the total personality. Research had shown that prejudices were intercorrelated: the person who expressed antipathy toward or indorsed stereotypes of one racial, ethnic, or religious grouping tended to show similar reactions to all types of persons not in his own membership group.[25]

The general portrait of the prejudiced personality emerging from the series of studies at the University of California[26] is well known: persons most prejudiced against ethnic, religious, and racial minorities are reported to manifest "conventionalized" social conformity with deep ambivalence toward social norms and the authorities enforcing them, a puritanical conscience, repressed hostility toward parents, admiration of power and strength, advocacy of severe punishment, status-anxiety, repressed sexuality, a rigidly dichotomous style of thinking, a tendency to distrust other people and to view the world as evil and dangerous.[27]

The first type of impact of the California studies was to give impetus to partial replications. Many investigators seized upon items for the various "scales" used. Himmelhoch[28] showed that some of the main California findings held even in a highly tolerant population. Among studies following the lead of the California group were several investigations of chilren's ethnic attitudes which have shown broadly similar results.[29]

These findings, as all others, depend upon the authenticity of the indices used. A beginning has been made in the testing of the California scales for validity.[30]

Other studies of personality factors have dealt with the role of frustration in evoking hostile or aggressive attitudes and behaviors.[31] We still have to resolve the results of studies which demonstrate that frustration is followed by aggression[32] with those which indicate that the frustration --> "scapegoat" formula is inadequate. It is surely clear that not all blockage or frustration of goal-directed behavior is followed by aggression, nor by "displacement" of aggressive sets toward substitute objects. On the theoretical side, also, credible objections to the scapegoat notion have been raised.[33] The idea that minority groups are "scapegoats" leaves several crucial questions unanswered: why only one of several minorities may be selected as the object of aggression; why the intensity of hostility varies greatly toward different minorities; why some minorities are objects of aggression but are respected, whereas others are despised; why minority groups are prejudiced against a realistically frustrating majority group rather than some other accessible group.

Future research concerning the role of hostility in racial and cultural conflict may find it profitable to re-examine certain basic hypotheses. For example, the writer now thinks that his 1947 monograph considerably overemphasized the importance of hostility in intergroup relations. Experience in a series of studies in American communities indicated that much discrimination is not predicated upon hostile feelings, and that aggressive intergroup behavior on the part of the majority group people appeared most often to be a reaction to a threatening change in status or relationships considered to be normal. Even when more-or-less continuous hostility can be demonstrated, it does not follow that we can

accept a "hydraulic" model of personality which assumes a store of suppressed hostility awaiting release.

Hypotheses concerning the sources of aggression have been only part of the research picture in the area of present interest. Two terms have become especially popular in the literature dealing with the relation between prejudice and other aspects of personality: "rigidity" and "intolerance of ambiguity."

Researches of K. Goldstein, Rokeach, Block and Block, Lindzey, and others have suggested that within a given socio-cultural situation both generalized "rigidity" of personality (in the special sense of persistence of previously learned, standardized patterns of action and belief) and outgroup stereotypes are partial functions of an incapacity of the individual to deal with a problematic situation except by known solutions. That is, speaking figuratively, a poverty of personal resources seems to be an important factor leading to constricted and repetitive perceptions and actions.[35]

Results consistent with those just reviewed have come from studies of what we are loosely calling "social perception." Lindzey and Rogolsky[36] have verified findings previously reported by other investigators that persons high in prejudice are more likely to "see" the object of their prejudice. On the other hand, as Seeleman[37] had shown earlier, the ability to recognize individual Negro faces varies inversely with prejudice against Negroes. Thus, the prejudiced person is highly sensitive to category-membership but insensitive to variations within it.

It is immediately apparent that one of the important questions concerning the studies in the mold of those reported in The Authoritarian Personality is whether the intercorrelation of prejudices toward various minorities represents a relatively fixed cluster derived from basic personality dynamics, or whether it exists only in a particular type of cultural context. For example, does ethnocentrism retain its generalized quality in a culture in which there is a dominant institutionalization of discrimination with reference to one minority--as in South Africa or the American South?

On the question of the association between prejudice and personality characteristics, the results thus far published are to the effect that ethnocentrism, as revealed by explicit testimony, correlates positively with the "authoritarian" profile of personality characteristics.

Efforts to explain race and cultural relations by the structure and dynamics of individual personalities are persistent. And this approach is persistently countered by students who point out that this is only one, and not always the most important, aspect of the problem.[38] We do need, however, to break down the insular models which deal with personality and ignore groups, institutional frameworks, and culture content.

Fortunately, it is possible to report that many of our colleagues are not only aware of these basic problems, but also are engaged in empirical studies which tend to substantiate further the best theoretical orientations we have. The beginnings of the necessary job of relating personality-and-social-context to prejudice are well under way.[39]

Along with such pilot explorations, we have witnessed sharp questioning of the idea that prejudice in the main simply reflects a unitary

personality structure. It is suggested that much intergroup prejudice may not be "hostility" or "hatred," nor a product of personality maladjustment, nor lack of information, nor distorted views of reality. Rather, what is often termed "prejudice" may be a response to a system of shared, interlocking, socially axiomatic expectations and values: "What is over-looked is that widespread anti-Negro reactions are not necessarily individual personality problems but rather may be institutionalized and culturally accepted social patterns."[40]

Out of these considerations, it is the present view that an important area of opportunity for new knowledge lies in the study of the behavior derived from different modes of personality organization in systematically varied situations. After all, our practical interest is ultimately not so much in the attitudes of abstracted personality systems as it is in "normal" personalities behaving in certain types of situations.

Furthermore, the "prejudice of conformity" is not necessarily the active, rigidly categorical hostility of the emotionally-disturbed bigot. It is quite likely that the "bigot" in certain Deep South communities often may be in a straightforward sense, less "neurotic" than the racial liberal in that setting. Some evidence consistent with this possibility is already available.[41] Furthermore, there are fragments of data indicating that the extreme liberal and the extreme bigot may be rather alike in personality characteristics, and quite different from persons holding more moderate positions on racial and cultural issues.[42]

These considerations point clearly to the need for research specifying the functional role of prejudice in the total dynamics of personality-in-social-setting.[43] Such studies should base themselves squarely upon our existing general knowledge, which, after all, is not wholly trivial.

We stand in need of studies which will locate prejudiced and nonprejudiced, authoritarian and nonauthoritarian personalities in the various portions of the community or of other social structures. The current Cornell studies find that the persons manifesting most extreme prejudice are relatively uneducated, past middle age, and of low socioeconomic status. Obviously the total situation would be very different were the "bigots" to be found concentrated in positions of leadership and power.[44]

In summary, our primary needs, as we have sensed them in our operations with respect to personality and prejudice, are all familiar--and pressing:

1. The careful study of the relation of personality (as indexed by tests and interviews) AND prejudice (as indexed by tests and interviews) to personality and prejudice in emotionally-involved behavior in real-life situations, or in controlled situations approaching a similar degree of psychological reality and level of tangible and enduring social consequences.

2. The comparative study of personality characteristics as related to prejudice in different social environments.

3. The mapping of prejudice in different portions of community structure--above all, with respect to power and communicative influence.

4. The controlled observation of change in prejudice and discrimination.

Studies of Situational Variations in Behavior and Attitudes

In the intergroup relations field we have long been aware of the important role that the immediate situation plays in determining the behavior of the individual. Nevertheless, most research in this field has not given adequate attention to the situational aspects of behavior. Most attitude research has stopped with the study of how attitudes operate in interview situations and has not gone on to study how they operate in actual intergroup situations. And most research on patterns of behavior has stopped with the documentation of discriminatory behavior, but has not gone on to relate these behaviors to the attitudes of the particular people involved.

However, it has been recognized for a long time that there is extremely wide variation in the degree to which research-elicited behaviors "correspond" to other relevant behaviors of the persons studied. In the special field of intergroup attitudes, the problem has been considered by LaPiere, Merton, Jahoda, Sherif, Myrdal, Rose, John Dollard, Gerhart Saenger, and many others. In the current Cornell studies, it has been possible to amass a considerable body of systematic observations in real community contexts, showing instances of seemingly "inconsistent" behavior. For example, a restaurant proprietor testifies in vigorous terms that he does not and will not accept Negro patrons. On the following day a Negro member of the field staff enters the establishment, and is served with promptness and cordiality.[45] We now have abundant evidence of situational variability, and this is a major achievement, but it is not enough.[46] It is time to leave the A-B-C level of description and move into the systematic investigation of the conditions under which attitudes and action are or are not consistent or stable.[47]

As an example of the kind of hypotheses which might be subjected to this systematic testing we may cite Donald Pierson's conclusion from a study of racial stiuations in Brazil that a crucial factor in active prejudice is ". . . a feeling, on the part of the members of a dominant group, that they are under threat of displacement from an established social position."[48] Within the United States, the Cornell studies reveal the existence of quite substantial differences in behavior patterns or established operating practices, between areas having about the same incidence of prejudice and sharing the same general culture. Variation in discrimination and segregation with regard to the Negro not only is great as between one community and another, even within the same region, but is likewise found from one situation to another within a given community. What to the outside observer may appear as anomalies of practice seem to be taken for granted and not felt as inconsistent by the local majority-group population. It is our impression that these variations in practice do often afford points of leverage for social change.

It appears, for instance, that one of the most basic changes in race relations in the South is just the growing uncertainty of all concerned as to what is the appropriate, "proper" intergroup behavior.[49] This, along with the decreased personal interaction between whites and Negroes, is creating an unprecedented situation in which further changes can occur with a rapidity that would have been thought impossible only a few years ago.

The analysis of relatively unpatterned situations is of great potential importance, both for social practice and for social science. We have found that people's responses to hypothetical situations are

patterned in the same way as ordinary opinion-items--for example, they can be ordered into unidimentional scales. But behavior we have studied in actual intergroup situations has not proved scalable.

Interaction of Racial and Cultural Groupings

Evidence that intergroup contacts of certain kinds are powerful solvents of prejudice has been available for some time; yet it is also known that in certain cases, interaction seems to sharpen prejudice and to increase the probability of conflict.[50] During the past five years the problem has been more clearly formulated and valuable data have been assembled.

Researches on the effects of interracial and intercultural interaction have largely concentrated upon formalized social situations in which there is a measure of authoritative control over the behavior of the interacting persons--military organizations, public housing projects, factories, boys' camps. The direct study of interactional patterns, as reported in recent publications, has been confined to areas outside the South.[51] Within the limits of such coverage, however, there is high consistency in the findings with regard to Negro-white interaction. In the Army,[52] in the Merchant Marine,[53] in governmental organizations,[54] in housing projects,[55] the studies show that integration of whites and Negroes in situations of social interaction is accompanied and followed by an overall reduction in the prejudices of white people toward Negroes. Although a portion of the white population does not change in attitude and although some become more negatively inclined, the net effect is typically found to be "positive."

This conclusion decisively refutes widely-held common-sense assumptions, and is clearly of great practical importance. The essential scientific problem here, however, concerns what variables, and relations among them, may be used to explain the different outcomes of different kinds of interaction in various types of situations. Existing studies already go a considerable way toward enabling us to establish predictive generalizations.[56]

The current Cornell studies show a direct relation between in-group isolation and prejudice: the more an individual engages in personal interaction with persons of different race, religion, or nationality background, the lower is his general level of prejudice. This result has been confirmed in 14 different samples, involving about 6,000 persons. We find in the communities studied that the more possibilities of cross-group interaction there are, the more interaction actually occurs; the more actual contact there is, the higher the frequency of intergroup friendships; the more intergroup friendships, the less the incidence of stereotyping and categorical antipathy.

Social Change and Group Processes

We have already noted the very rapid rate of change in intergroup relations, not only in America but in many other areas of the world. In our own Southern states, a new condition is reflected in the rise of Negro voting, breaches in legal segregation, the increased participation of Negroes along with whites in community activities.[57] Some evidence of increased religious tensions appears at the same time that ethnic and

racial stereotyping appears to be declining.[58] Such important societal developments could hardly fail to excite the research interests of social scientists.

It is therefore no paradox that in a period of the rediscovery of the small group and of rapid development of research upon small-group processes, we have had also a new emphasis upon patterns of social control which transcend immediately perceivable groups. Specifically, research interest has turned to the role in racial and cultural relations of legal action, of special-interest groupings, of formal organizations, of power relationships within and between communities, regions, and nations.[59]

The case for the effectiveness of legal action in changing intergroup relations has found an impressive list of supporters during the past decade. The older doctrines stressing the slowness of change in the mores and the ineffectiveness of legislation or regulation conflicting with customary practices have been under heavy assault for some time. Myrdal and associates[60] and Carey McWilliams[61] were early skeptics as to the "mores" doctrine. More recently, positive appraisals of the effectiveness of legislation have come from MacIver,[62] Rose,[63] Berger,[64] and others. A great deal more research and thinking will be necessary to identify and measure the conditions accounting for the varying effects of legislation and other authoritative controls. Nevertheless, current and prospective legal changes provide us with a massive "natural laboratory." Even if only rough control of the variables can be achieved, further research on this topic is a legitimate and useful line of endeavor.[65] Among the promising subtopics is the educative effects of legislation--effects that have often been ignored or misevaluated--and the types and degrees of resistance to new regulation.

Time limitations prevent summarizing here the very important work that has been done on the processes of basic attitude-change and how these are related to participation and involvement in groups.[66] The fundamental scientific importance, as well as the practical significance, of research dealing with the processes of attitude change is perhaps adequately suggested by two hypotheses already supported by a rather substantial body of attested findings:

1. Individuals who are both strongly supported by and identified with a specific social group will be especially amenable to changes accepted by that group.

2. Group unanimity and the shared awareness of attitude change serve powerfully to reinforce and crystallize the changed orientations of each individual member.

Insofar as these two propositions may be validated by further testing, we may conclude that piecemeal change is easiest to effect, but most difficult to stabilize. In that event, the practical dictum for social engineering would appear to be: if one is able and his values clearly sanction it, divide and persuade--and when change has occurred, recombine, and build an integral community.

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[1]Arnold M. Rose, Studies in Reduction of Prejudice (Chicago: American Council on Race Relations, 1947); Robin M. Williams, Jr., The Reduction of Intergroup Tensions (New York: Social Science Research

Council, 1947).

[2]Recent textbooks in race relations reflect this enhanced interest, e.g.: Brewton Berry, Race Relations: The Interaction of Ethnic and Racial Groups (Boston: Houghton Mifflin Company, 1951); Paul A. F. Walter, Jr., Race and Culture Relations (New York: McGraw-Hill Book Company, Inc., 1952).

In the pages that follow, no attempt will be made to refer to all the published studies; a sampling of illustrative work seems adequate for present purposes.

[3]Donald Pierson, "Race Prejudice as Revealed in the Study of Racial Situations," International Social Science Bulletin, 2 (1950), 467-78. For contrast: John Biesanz and Luke M. Smith, "Race Relations in Panama and the Canal Zone," American Journal of Sociology, 57 (1951), 7-14.

[4]Eugene P. Dvorin, Racial Separation in South Africa: An Analysis of Apartheid Theory (Chicago: University of Chicago Press, 1952).

[5]For example: Ethel J. Lindgren, "An Example of Culture Contact without Conflict," American Anthropologist, 40 (October-December, 1938), 605-21; John Gillin, "Race Relations without Conflict: A Guatemalan Town," American Journal of Sociology, 53 (March, 1948), 337-43.

[6]Cf. the summary and references in Berry, op. cit., pp. 222-26. Also, John and Ruth Hill Useem, "Minority-Group Pattern in Prairie Society," American Journal of Sociology, 50 (March, 1945), 377-85; E. K. Francis, "The Russian Mennonites: From Religious to Ethnic Group," American Journal of Sociology, 54 (September, 1948), 101-07; B. W. Aginsky, "The Interaction of Ethnic Groups: A Case Study of Indians and Whites," American Sociological Review, 14 (1949), 288-93.

[7]F. L. K. Hsu, "The Chinese of Hawaii: Their Role in American Culture," Transactions of the New York Academy of Science, 13 (1951), 243-50.

[8]Peter A. Munch, "Social Adjustment Among Wisconsin Norwegians," American Sociological Review, 14 (1949), 780-87. See also, Douglas G. Marshall, "Nationality and the Emerging Culture," Rural Sociology, 13 (1948), 40-47; E. K. Francis, "The Adjustment of a Peasant Group to a Capitalistic Economy: The Manitoba Mennonites," Rural Sociology, 17 (No. 3, 1952), 218-28.

[9]Cf. Kingsley Davis, Human Society (New York: The Macmillan Company, 1950), Chapters IV and XIV.

[10]Solomon E. Asch, Social Psychology (New York: Prentice-Hall, Inc., 1952), p. 225.

[11]E. Franklin Frazier, "Race Contacts and Social Structure," American Sociological Review, 14 (February, 1949), 1-10; Williams, op. cit., pp. 47, 78.

[12]The recent literature on religious tensions is abundant, and largely polemical rather than scientific.

[13]George A. Lundberg and Lenore Dickson, "Selective Association among Ethnic Groups in a High School Population," American Sociological Review, 17 (1952), 23-35.

[14]For some sociological hypotheses, see: Theodore W. Sprague, "The Rivalry of Intolerances in Race Relations," Social Forces, 28 (1949), 68-76. Cf. Kenneth B. Clark, "Racial Prejudices among American Minorities," International Social Science Bulletin, 3 (No. 4, 1950), 506-13.

[15]Gunnar Myrdal, with the assistance of Richard Sterner and Arnold Rose, An American Dilemma (New York: Harper and Brothers, 1944).

[16]W. S. M. Banks, II, "Rank Order of Sensitivity to Discriminations of Negroes in Columbus, Ohio," American Sociological Review, 15 (No. 4, 1950), 529-34.

[17]Kenneth B. Clark and Mamie P. Clark, "Emotional Factors in Racial Identification and Preference in Negro Children," Journal of Negro Education, 19 (1950), 341-50; Ralph K. White, "Black Boy: A Value-Analysis," Journal of Abnormal and Social Psychology, 42 (1947), 440-61; Meyer Greenberg, "The Jewish Student at Yale: His Attitude toward Judaism" in Arnold M. Rose, Race Prejudice and Discrimination (New York: Alfred A. Knopf, 1951), pp. 309-21; Tilman C. Cothran, "Negro Conceptions of White People," American Journal of Sociology, 56 (1951), 458-67; James L. McCary, "Reactions to Frustration by Some Cultural and Racial Groups," Personality, 1 (1951), 84-102.

[18]E.g., Leonard Broom and Eshref Shevky, "Mexicans in the United States: A Problem in Social Differentiation," Sociology and Social Research, 36 (1952), 150-58; Harry J. Walker, "The Nature and Characteristics of the Negro Community," Journal of Negro Education, 19 (1950), 219-31.

[19]E.g., J. M. van der Kroef, "Social Conflict and Minority Aspirations in Indonesia," American Journal of Sociology, 55 (March, 1950), 450-63.

[20]A summary and appraisal of much of this work is provided in Otto Klineberg, Tensions Affecting International Understanding: A Survey of Research, Bulletin 62 (New York: Social Science Research Council, 1950).

[21]Mary Ellen Goodman, Race Awareness in Young Children (Cambridge: Addison-Wesley Press, Inc., 1952); Helen G. Trager and Marian Radke Yarrow, They Learn What They Live (New York: Harper and Brothers, 1952); R. B. Ammons, "Reactions in a Projective Doll-Play Interview of White Males Two to Six Years of Age to Differences in Skin Color and Facial Features," Journal of Genetic Psychology, 76 (1950), 323-41.

[22]I. D. MacCrone, Race Attitudes in South Africa (London: Oxford University Press, 1937), p. 254; Alfred R. Lindesmith and Anselm L. Strauss, Social Psychology (New York: The Dryden Press, 1949), p. 65.

[23]Cf. the provocative discussion of Gustav Ichheiser, "Misunderstandings in Human Relations: A Study of False Perception," American Journal of Sociology, LV (September, 1949), Part II.

[24]H. J. Eysenck and S. Crown, "National Stereotypes: An Experimental and Methodological Study," International Journal of Opinion and Attitude Research, 2 (1948), 26-39.

[25]Else Frenkel-Brunswik and R. N. Sanford, "Some Personality Factors in Anti-Semitism," Journal of Psychology, 20 (1945), 271-91.

[26]Summarized in T. W. Adorno, Else Frenkel-Brunswik, D. J. Levinson, and R. N. Sanford, The Authoritarian Personality (New York: Harper and Brothers, 1950).

[27]See also Jerome Himmelhoch, "Is There a Bigot Personality?" Commentary, 3 (March, 1947), 277-84. (Reprinted in Rose, Race Prejudice and Discrimination, op. cit., pp. 487-501.)

[28]Jerome Himmelhoch, "Tolerance and Personality Needs: A Study of the Liberalization of Ethnic Attitudes among Minority Group College Students," American Sociological Review, 15 (No. 1, February, 1950), 79-88.

[29]E.g., Harrison G. Gough, Dale B. Harris, William E. Martin, and Marcia Edwards, "Children's Ethnic Attitudes: I. Relationship to Certain Personality Factors," Child Development, 21 (No. 2, June, 1950), 91.

[30]Joan Eager and M. Brewster Smith, "A Note on the Validity of Sanford's Authoritarian-Equalitarian Scale," Journal of Abnormal and Social Psychology, 47 (No. 2, April, 1952), 265-67. Note also the finding of Donald T. Campbell and Boyd R. McCandless that the F-scale relates to a wide variety of indices of attitudes toward minority groups. ("Ethnocentrism, Xenophobia and Personality," Human Relations, 4 [1951], 185-92.)

[31]Gardner Lindzey, "Differences between the High and Low in Prejudice and Their Implications for a Theory of Prejudice," Journal of Personality, XIX (September, 1950-June, 1951), 16-40.

[32]N. E. Miller and R. Bugelski, "Minor Studies in Aggression: The Influence of Frustrations Imposed by the In-Group on Attitudes Expressed toward Out-Groups," Journal of Psychology, 25 (1948), 437-42.

[33]B. Zawadski, "Limitations of the Scapegoat Theory of Prejudice," Journal of Abnormal and Social Psychology, XLIII (April, 1948), 127-41.

[34]Milton Rokeach, "Generalized Mental Rigidity as a Factor in Ethnocentrism," Journal of Abnormal and Social Psychology, 43 (1948), 259-78; D. F. Wyatt and D. T. Campbell, "On the Liability of Stereotype or Hypothesis," Journal of Abnormal and Social Psychology, 41 (No. 4, October, 1946), 496-500; Jack Block and Jeanne Block, "An Investigation of the Relationship between Intolerance of Ambiguity and Ethnocentrism," Journal of Personality, XIX (September, 1950-June, 1951), 313-11.

[35]Emory L. Cowan and George G. Thompson, "Problem Solving Rigidity and Personality Structure," Journal of Abnormal and Social Psychology, 46 (No. 2, April, 1951), 165-76.

It is possible that future research may find it necessary to make a clear distinction between "rigidity" and "dogmatism." Some very dogmatic people are not prejudiced toward racial or ethnic groups, and there is

some evidence that prejudiced persons, for all their store of stereotypes, are characterized by highly concrete thinking. (Cf. Milton Rokeach, "Prejudice, Concreteness of Thinking, and Reification of Thinking," Idem, pp. 83-91.)

[36]Gardner Lindzey and Saul Rogolsky, "Prejudice and Identification of Minority Group Membership," Journal of Abnormal and Social Psychology, 45 (No. 1, January, 1950), 37-53.

[37]V. Seeleman, "The Influence of Attitude upon the Remembering of Pictorial Materials," Archives of Psychology, No. 258, 1940.

[38]Cf. Herman H. Long, "Race Prejudice and Social Change," American Journal of Sociology, 57 (1951), 15-19.

[39]E. Terry Protho, "Ethnocentrism and Anti-Negro Attitudes in the Deep South," Journal of Abnormal and Social Psychology, 47 (No. 1, January, 1952), 105. An earlier study of students in six Southern colleges had found that the intercorrelation between attitudes toward Negroes and attitudes toward Jews, although positive, was smaller than the correlations reported in studies of non-Southern populations. (E. Terry Protho and John A. Jensen, "Interrelations of Religious and Ethnic Attitudes in Selected Southern Populations," Journal of Social Psychology, 32 [1950], 45-49.)

[40]Percy Black and Ruth Davidson Atkins, "Conformity versus Prejudice as Exemplified in White-Negro Relations in the South: Some Methodological Considerations," Journal of Psychology, 30 (First Half, July, 1950), 111.

From a quite different, but compatible orientation: T. M. Newcomb, "Autistic Hostility and Social Reality," Human Relations, 1 (1947), 69-84.

[41]Percy Black, "White-Negro Relations: A Different Slant," Rural Sociology, 14 (No. 3, September, 1949), 261-62.

[42]Morris L. Haimowitz and Natalie Reader Haimowitz, "Reducing Ethnic Hostility through Psychotherapy," Journal of Social Psychology, 31 (Second Half, 1950), 231-41.

[43]N. W. Ackerman and M. Jahoda, "Toward a Dynamic Interpretation of Anti-Semitic Attitudes," American Journal of Orthopsychiatry, 18 (1948), 163-73.

[44]Nathan Ackerman and Marie Jahoda, Anti-Semitism and Emotional Disorder (New York: Harper and Brothers, 1950). See also, Leo Lowenthal and Norbert Guterman, Prophets of Deceit: A Study of the Techniques of the American Agitator (New York: Harper and Brothers, 1949).

[45]A study of customer reactions to Negro sales personnel in New York City department stores apparently found a similar lack of correspondence between actual behavior and testimony. (Gerhart Saenger and Emily Gilbert, "Customer Reactions to the Integration of Negro Sales Personnel," International Journal of Opinion and Attitude Research, 4 [Spring, 1950], 57-76.)

[46]Current social science interest in this problem is reflected in

the fact that an entire number of the Journal of Social Issues (1949, No. 3) has been devoted to articles on the topic of consistency and inconsistency.

[47]This point is well made and supported by data in Wilbur B. Brookover and John B. Holland, "An Inquiry into the Meaning of Minority Group Attitude Expressions," American Sociological Review, 17 (1952), 196-202.

[48]"Race Prejudice as Revealed in the Study of Racial Situations," International Social Science Bulletin, 2 (1950), 473.

[49]Cf. Morton Rubin, Plantation Country (Chapel Hill: University of North Carolina Press, 1951).

[50]See the propositions summarized in Williams, op. cit., pp. 69-73.

[51]However, data on Negro-white contacts from a survey of Savannah, Georgia, are currently being analyzed by the Cornell Intergroup Relations Project.

[52]Samuel A. Stouffer et al., The American Soldier: Adjustment During Army Life (Princeton: Princeton University Press, 1949), I, 586-95.

[53]Ira N. Brophy, "The Luxury of Anti-Negro Prejudice," Public Opinion Quarterly, 9 (1945-1946), 456-66.

[54]Barbara K. MacKenzie, "The Importance of Contact in Determining Attitudes Toward Negroes," Journal of Abnormal and Social Psychology, 43 (1948), 417-41.

[55]Morton Deutsch and Mary Evans Collins, Interracial Housing: A Psychological Evaluation of a Social Experiment (Minneapolis: University of Minnesota Press, 1951), and "Interracial Housing," Journal of Housing, 7 (1950), 14-16, 24, 86-89, 127-29, 134; Daniel M. Wilner, Rosabelle Price Walkley, and Stuart W. Cook, "Residential Proximity and Intergroup Relations in Public Housing Projects," Journal of Social Issues, 8 (1952), 45-69.

[56]Cf. MacKenzie, op. cit.; John Rohrer and Muzafer Sherif (eds.), Social Psychology at the Crossroads (New York: Harper and Brothers, 1951).

[57]Rose, Race Prejudice and Discrimination, op. cit., pp. 235-49 and 580-97; Harry J. Walker, "Changes in the Structure of Race Relations in the South," American Sociological Review, 14 (1949), 377-83.

[58]G. M. Gilbert, "Stereotype Persistence and Change among College Students," Journal of Abnormal and Social Psychology, 46 (1951), 245-54. This report illustrates the usefulness of descriptive studies as benchmarks for measuring change, by its replication of the 1933 study of ethnic stereotypes by Katz and Brady. Direct comparison shows that present-day students are less likely than the earlier sample ". . . to make stereotyped generalizations about the character of ethnic groups, especially those with whom they have had little contact."

[59]Cf. National Committee on Segregation in the Nation's Capital,

Segregation in Washington (Chicago: the Committee, 1948).

[60]Myrdal, op. cit.

[61]"Race Discrimination and the Law," Science and Society, 9 (1945), 1-22.

[62]Robert M. MacIver, The More Perfect Union (New York: The Macmillan Company, 1948).

[63]Rose, Race Prejudice and Discrimination, op. cit., pp. 545-55.

[64]Morroe Berger, Equality by Statute: Legal Controls Over Group Discrimination (New York: Columbia University Press, 1952).

[65]Some beginnings have been made. Cf. Gerhart Saenger and Norma S. Gordon, "The Influence of Discrimination on Minority Group Members in Its Relation to Attempts to Combat Discrimination," Journal of Social Psychology, 31 (February, 1950), 95-120. The investigators find that very few people in a New York City sample know enough about the New York State Law Against Discrimination to be able to complain to the enforcing agency, and may prefer evasion of discrimination to direct action against it.

[66]Major contributions have been made by Kurt Lewin, Abraham Citron and John Harding, Leon Festinger, Jeanne Watson, Henry Enoch Kagan, S. E. Asch, Muzafer Sherif, and several others.

ASSESSING THE TECHNIQUES FOR ACTION: MASS MEDIA OF COMMUNICATION, GROUP DYNAMICS, INTERGROUP CONTACT PROJECTS

Marc Vosk

Introduction

The basic question with which we are all concerned is that of change--change in opinion, in attitude, in individual behavior, in group behavior. There is thus, to my mind at least, one essential difference between our problem and those which usually confront the educator or teacher. Ours is the task of persuasion, of changing or overlaying, so to speak, a previously structured pattern of response. Those whom we wish to persuade do not come to us "to learn" (I am not now speaking of training workshops or associations of like-minded people). They have no wish to acquire new skills or new knowledge and certainly evince no desire to change their attitudes. In most cases, they do not come to us at all; it is we who must approach them, establish communication with them--through mass media or other means at our disposal.

When it comes to intergroup relations, such people often hold opinions and attitudes, perhaps behave, towards their neighbors in ways which most of us would consider undemocratic and tension-producing. Our problem, then, is to eliminate these old ways of response to intergroup contact and to substitute new forms, which to the best of our knowledge make for harmonious living. In some respects (the analogy will be familiar to those of you who use tape recorders), it resembles erasing an old sound track on a tape before substituting a new recording.

One additional remark by way of introduction--this morning, we are to examine the assumptions made in everyday intergroup relations work and evaluate the techniques of action used, in terms of existing research. Actually, the apparent dichotomy between assumptions and research is not so rigid as some would suppose. Ideally, today's findings should be tomorrow's assumptions. In practice, there is sometimes a time lag to be taken into account. Often, too, there is a problem in effective communication and persuasion. Practitioners or, for that matter, social scientists are not always more willing to give up long cherished forms of behavior than are the people they are themselves trying to influence. But, time lag, resistance, and all, research does influence assumptions, and some of the findings I mention have already acquired the status of "assumptions."

The Mass Media

Suppose, then, we consider some of the assumptions made--both explicit and implicit--when the mass media are used to communicate with the people we wish to influence.

The most obvious one is that mass media "reach" masses and hence, that a communication, whatever it may be, is heard, viewed, or read by great numbers of people, many times the number who could be reached by face-to-face contact. This assumption has its foundation in some well-known facts. The daily newspapers of our country reach nine out of ten

adults in the population, the radio an even higher proportion. Comic books, alternately the bane and the boon of parents, are read (if that is what one does to comic books) by nine out of ten children. A single issue of LIFE magazine reaches more than a fifth of the adult population of the United States. Within the space of six weeks, some sixty million Americans see at least one issue of this magazine. Leading radio programs, Jack Benny or Amos and Andy, are heard by audiences of 17 or 18 million listeners, while the more popular TV programs, such as the Colgate Comedy Hour or "Your Show of Shows," are seen by even greater numbers; a recent count put the number at 28 million.[1]

Potentially, the audience indeed appears to be enormous. However, this optimistic appraisal needs some qualification. To begin with, research has shown that the potential audience for any message is reduced by a process of self-selection. By and large, people view, listen to, or read the kinds of propaganda to which they are favorably disposed beforehand.

People with convictions on any subject, political or social, tend to read the periodicals which reflect their views. Lazarsfeld reports that when a magazine or radio program carries a program setting forth the virtues of a minority group, a large proportion of the audience consists of the minority which is being praised. The intended targets of the message are usually conspicuous by their absence.[2]

There is, moreover, a certain overlap in audiences. People who have read a book tend to go to see the movie made from it. People who read serious literature listen to serious radio programs; those who go in for lighter fiction pick soap opera on radio or TV. Then there is the simple fact of prominence of display, which can insure the fact that a message will be seen, or heard. Generally speaking, the content of intergroup relations communications, even when prepared by experts, precludes their being featured in newspapers. On radio or television, the demands of commerce and audience appeal reserve the favored listening times for more entertaining programs than ours.

In effect, the peak audiences reached by the media to which the term mass applies, are attained only by specially popular programs or favored portions of newspapers. For other communications, the "masses" are considerably reduced in number.

A second and easily understandable assumption sometimes made in the use of mass media is that communications on these media can and do reduce prejudice or discrimination or both. In other words, such communications can bring about changes in individual or group behavior in the area of intergroup relations. Put so broadly, the assumption almost begs for a negative answer. Enough is known about the deep-seated nature of prejudice to question seriously the intended effect of mass media communication. Flowerman[3] and others have discussed some of the factors which reduce the effectiveness of mass propaganda against bigotry, such as lack of control of the media, the prevalence of anti-democratic propaganda, selective listening, the nature of the issues involved, and others. Yet, despite the operation of these factors, it would be idle to deny that mass media do have some effect upon public opinion and attitudes. The real question

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[1]The footnotes are at the end of each paper.

is what effect, upon whom, and under what conditions? Berelson's restatement of the broad assumption of communication effect: "Some kinds of communication on some kinds of issues, brought to the attention of some kinds of people under some kinds of conditions, have some kind of effect,"[4] suggests one kind of reformulation which would facilitate application of pertinent research findings.

Numerous earlier studies of propaganda pieces were concerned with the character of the specific message itself, its comprehensibility, and the measure of success it had in swaying its audience. Preoccupation with the varying degrees of effect achieved by the same or similar messages on different media is also manifest in many of these investigations. Movies, magazine and newspaper articles, cartoons, radio programs, car cards have all come in for their share of study. As a result of these separate investigations--many of which are undoubtedly familiar to you--a number of general principles have been enunciated which have had their effect not only upon the nature of propaganda output itself, but on the course of subsequent experimental study of the mass media. In more recent years, researchers have taken greater experimental notice of those situational and social factors within which the process of communication occurs.

It had for long been a matter of common experience that the conditions under which a message was heard or seen had a good deal to do with its effect. Somehow, though, this theoretical and practical knowledge had become obscured, partly by the day-to-day necessity of evaluation of particular pieces of propaganda. But the evaluation process itself only underlined once again the importance of more basic elements in the communication process. Take the example of a study made by our department some years ago of a propaganda film produced during the war by the Army Signal Corps.[5] The film pictures a young American stopping to listen to a street-corner demagogue attacking minority groups. Only when the speaker attacks the hero's own "minority" group, "the Masons," does he register dismay. A refugee professor, also present, then paints for our hero in a series of flashbacks to Germany the deadly parallel between Hitler's rise to power and the agitator's harangue.

Our study was designed to determine the effectiveness of the film. In the course of this evaluation, a number of important generalizable findings emerged. Among them, the influence of selective perception stands out. Messages beamed at particular groups--such as "Catholics are persecuted"--were most successful in reaching Catholics in the audience. The opposite effect, failure to perceive messages not specifically directed to "one's own group," was also present. Another interesting development was the fact that in an audience climate which favored reception of a particular message, it was apparently harder to change the "deviates." On the surface, this finding might appear to be at odds with the well-known influence of group climate upon change in individual members. Actually, there was at least one element in the experimental situation which differed from the usual "group" study. The audience was <u>not</u> readily identifiable as a "group." Deviant individuals may well have been members of groups to which they owed allegiance. But these were groups other than the immediate viewing audience, and undoubtedly had set norms of their own which supported the resistance of our deviants.

There have been many "effects" studies of particular propaganda pieces which shed additional light on more general problems of communication. Since our time limits make it impossible to go into detail, let me attempt, instead, to summarize for you some of the major findings which

bear upon the assumptions we make:

1. People whose attitudes are initially more favorable to a message are more likely to retain its content than those whose initial attitudes are unfavorable. A recent study of the impact of anti-discrimination car cards, for example, demonstrated that the "tolerant" more frequently recalled the messages than the "prejudiced," and what is more important, more often attributed moral authority to them.[6] However, the so-called "sleeper effect" demonstrated by Hovland and his associates[7] seems to modify this generalization. Soldiers were shown an orientation film intended to improve their attitudes towards Great Britain. Some who saw the film showed no initial effect, but subsequently changed in a direction favorable to the communication at a later date. This change appears to have occurred most among those who were initially opposed to the film's message.

2. It is probably true that information provided by the mass media serves to reinforce attitudes of people already favorably disposed, and to provide the group sanctions which support the process of change in individuals whose opinions are initially opposed. Proof of this effect is difficult to obtain since measurement of a "social climate" is still in its infancy. Sometimes the evidence cited is a matter of placing a reasonable, even if not completely conclusive, interpretation upon related research findings. In the car card study it must be mentioned, for example, one in five "tolerant" viewers and one in eight so-called "straddlers" recalled the cards as carrying the force of moral authority. One could construe this finding as implying, for the former, reinforcement of, and for the latter, group sanction for, anti-discriminatory behavior.

3. There is a tendency on the part of targets of propaganda to evade the message of the propagandist, particularly if acceptance of the message makes it necessary for them to identify with an "objectionable" character.[8] Such devices as accepting the particular message but dismissing it as atypical or rejecting it by failure to understand it, by denial of its truth, are often used by the prejudiced to evade the necessity for change. The case of the prejudiced veteran in Bettelheim and Janowitz' study, who believed all Jews were cowards, is typical. Confronted with the fact that a Jew in his unit had received a Congressional award for bravery, he dismissed the evidence by distorting its meaning: "Oh him, he's kill-crazy."

4. People more readily accept specific than general messages, and more readily accept messages which are targeted at their own group. This has been demonstrated so frequently that it has become almost an axiom of intergroup work.

5. People more readily accept messages coming from prestige figures. Merton's analysis of Kate Smith's famous radio bond sales drive[9] is a case in point. However, this statement too needs some modification. In a recent study at Rutgers University, with which our department cooperated, it was found that so-called prestige figures had influence in limited areas.[10] A tolerance message from the President might be deemed appropriate, where a similar statement by a public figure who had no special relationship to intergroup problems might be dismissed as ridiculous. Similar distinctions, by the way, are drawn by children among the comic characters they admire. Bugs Bunny, say, could hardly be used to teach forebearance and patience.

6. People listen to, read, or view the mass media in differing group situations: TV with the family, comics with other children (some people are children). There is some evidence that the choice of media and of favored prestige figures, and even the interpretation placed upon messages, appears to be affected by this group situation. Differences in reactions to the same communication have been noted between children who relate primarily to their own peer groups and those for whom parents are a reference group. In the Rutgers study cited above, peer-group members used comic-book characters as everyday play activity material, and appeared to judge the media in terms of their use for group life. Non-members of peer-groups used the same animal and human heroes as raw material for phantasy or dreams.

7. A number of largely technical findings which are of some importance to the practitioner have also been made. These are, of course, familiar to most of you; they include such facts as that repeated presentation is more effective than single exposure, that a combined use of auditory and visual material is superior to either presentation by itself, that the more personal the medium the greater the effect, and others of similar import.

In general, it would appear to be a valid conclusion that mass media of communication can be effective in public opinion and attitude change. The crucial questions remain--under what conditions and with whom? Some answers are beginning to emerge from the accumulating experimental evidence. We can also safely affirm, I think, that with our limited access to the mass media, their use must be regarded as auxiliary, rather than as a primary means of effecting change. Used thus, as aids to the more personal methods developed in the field of intergroup relations, they merit the serious attention of both researchers and practitioner.

It is these more personal techniques which we must now examine in the light of research. Our evaluation, however, will not stress the problems raised by the employment of specific techniques such as role-playing, psychodrama, and the like, but rather the assessment of the group process itself as a method of inducing change.

Group Dynamics

It might be well to pause for a moment before plunging into the group dynamics sea to remind ourselves that the concept of the "group" and some of the related processes described by experimenters are not yet so securely anchored in empirical reality as we might wish them to be. There have been many instances in the history of science, of constructs which were later discarded in favor of simpler explanations of observed phenomena. Heat, for example, was regarded as a substance until molecular motion was discovered.

In defense of his preoccupation with group processes, Kurt Lewin warned social scientists against rigid insistence that the objects which they studied must have spatial existence. This warning appears now to be in need of tempering by equal caution against premature system-building. There is always a possibility that many of the phenomena we now regard as products of an almost magical "group process" may turn out to be as easily understood in terms of ordinary learning theory. Consider, for example, how, by assuming a "need for acceptance by significant others" in all

individuals, the process of group influence upon change relates to orthodox learning theory. As you know, "needs" are thought of as dynamic forces impelling the individual toward learning.

Let me give one example only. In a recent experiment, Robert Bills found that two groups of students in psychology courses achieved significantly different objective ratings in their course, depending upon whether they agreed or disagreed with the values expressed by the instructor.[11] Here we have a result which is similar to the often-demonstrated influence of acceptance of group values upon individual change, operating on the level of inter-personal relationships and learning problems. That the two situations have elements in common (despite the predominantly factual content of the psychology courses) seems obvious enough. The decision as to which theoretical framework to apply is, it seems to me, still an open question.

However, to turn to our immediate problem. Just how shall we go about assessing the techniques of group dynamics used in the improvement of intergroup relations? Intensive and consistent use of such techniques is today confined largely to the training and re-education of individuals, chiefly teachers but also including others whose jobs or interests involve dealing with people. To a more limited extent, some of the techniques developed, such as group discussion, sociometry, role-playing, psychodrama, and much of the newly-acquired knowledge about group pressures toward conformity, about the role and function of group leaders, about the ways in which group norms are reinforced or changed, are being applied to school, church, Scout, adult-discussion, and other groups.

At first sight, there would appear to be two major areas in which we need to assess the techniques for change which have developed in the group field. The first is their efficacy in bringing about change in the individual. The second, their use in the field of intergroup relations proper, that is, relations between identifiable groups in our population, such as Jew and Gentile, Negro and white, Catholic and Protestant, Italian and Irish. Actually, since it is the immediate aim of human relations training schools where these techniques have been applied, to achieve changes in individuals rather than groups, most of the experimental work which exists relates directly to this first problem. Research involving the actual application of group processes to the relations between groups is still comparatively rare. Sherif's recently reported camping study which followed two groups of boys through the processes of group formation, identification, and belongingness, the development of group standards and values, and finally the actual experimental incitement of intergroup hostility with its attendant name-calling and stereotyping behavior,[12] is one of the few of its kind. Thrasher's[13] and Whyte's[14] well-known studies of gangs fall into this general area, but their applicability to problems of intergroup relations, is, on the whole, tangential rather than direct.

We are consequently limited to assessing the group process insofar as it effects changes in individuals. Presumably these individuals then proceed, in their roles as leaders or members of their own groups, to bring about parallel changes within these groups. This puts before us the task of determining first: (1) the degree to which group processes can and do effect change in the individual, and (2) the extent to which the changed individual retains, utilizes, and transmits his acquired skills and attitudes in his "back home" group.

Basic to any evaluation is a knowledge of the objectives and assumptions underlying the process under investigation. Often enough, these

objectives and assumptions are themselves in need of clarification, "pinning-down" so to speak. Sometimes, the principal value derived from assessment is recognition of just this fact. However, we appear to be in a more fortunate position. In a number of recently published reviews of group training activities, both goals and assumptions have been clearly set forth. Let me list first those goals which are relevant to our present purpose:

1. To change basic self- and group-regarding attitudes in the direction of greater freedoms, permissiveness, democracy and away from authoritarianism.

2. To provide knowledge of the fundamental concepts of intergroup relations.

3. To develop leaders with greater sensitivities to diverse needs and values of groups and group members, and with competence and technical skills in group techniques and processes.

Underlying the methods used in attaining these objectives are the assumptions which we must attempt to evaluate:

First, that individual changes in attitudes, in behavior, in opinion, in sensitivity to the needs of others, can more effectively be brought about in a group situation, particularly in "highly valued" groups.

Second, that such change can more readily be induced in a group whose atmosphere or climate is democratic rather than authoritarian.

Third, that change is facilitated by active participation of leaders and members in the group process and in group problem-solving.

Fourth, that skills, and even more important, attitudes thus acquired will remain with the individual after he has left the training laboratory.

Fifth, that the trainee will in his turn be able to impart these skills and attitudes to the members of his "back home" group.

The evidence we have in support of these assumptions is of two kinds--experimental, chiefly from outside the training schools and workshops, and the evaluations made by the training centers themselves of their success in achieving their objectives. Let us look at this evidence.

Kurt Lewin's classic experiments on changing food habits during the war are, of course, familiar to all.[15] Subsequent studies carried out by Radke and others, also with food habits, all confirmed the superiority of the group decision method over the lecture or individual instruction methods. Not only was the group method superior in inducing change, but also in assuring retention of the new habit pattern after it was once formed. Coch and French used the group decision method to induce workers to accept technological changes in factory procedures. Resistance was overcome by group discussion.[16] Newcomb's demonstration of the pressures which the college community norms exerted upon Bennington students[17] is also often cited in support of group anchorage of attitudes and attitude changes. Marrow and French tell how they succeeded in changing a prevalent industry stereotype against older workers by involving top executives and later other employees in group fact-finding and discussion procedures.

Personal persuasion by experts with special knowledge of the field had previously failed.[18]

Then there are the extensive studies of Stouffer and his associates reported in The American Soldier[19] which offer additional evidence of group influence on attitudes. Among the many examples described in these studies is the finding that green troops or replacements tended to adopt attitudes towards combat and towards non-coms which were characteristic of the veteran units to which they were attached. Moreover, and this is perhaps even more significant, their "morale" also approximated that of their new units.

We know too, that the more highly the individual values the group to which he belongs, or the reference group to which he aspires, the more likely he is to adopt that group's norms, and the more resistant he is to suggestions which run counter to them. Mussen's study of attitudes towards Negroes at an interracial camp showed that those white boys who decreased in prejudice were generally the ones who were well satisfied with camp and their fellow campers.[20] Festinger, Schacter, and Back's study of small social groups in a housing project provides additional evidence of the greater influence of highly valued groups upon attitudes. In those housing units where "group cohesiveness" or attractiveness was high, they found a greater uniformity of opinion on controversial issues among the occupants.[21]

The opposite side of the same coin--that is, resistance to change where group norms are opposed to such change--has also been demonstrated. Kelley and Volkart studied the effect of lectures running counter to accepted Boy Scout attitudes towards woodcraft skills, upon members of several troops. They found that such lectures had a negative, or boomerang, effect among those Scouts who valued their membership in the troop highly.[22]

From experiments dealing with social effects upon perception, there is additional evidence of group influence upon the individual. One of the earliest of these is Sherif's study of the auto-kinetic effect. He found a difference between the way in which his subjects perceived the apparent movement of a stationary point of light against a background of total darkness when alone, and when judgment of the same effect was made in company with others.[23] Asch, too, experimented with group pressures to induce his subjects to change their judgment of the length of lines. Although he appeared to be successful, in subsequent interviews some of his subjects reported that they had not really changed their judgment, only that they said what they had, to avoid group censure.[24] Bruner and Postman studied children's estimation of the size of coins and found that it varied with their economic status. Poor children judged the coins to be larger than did rich children.[25] They might have used the results to write a nice little moral fable. But, being social scientists, they cited it merely as supportive testimony for social influence on perception. It's one of the sacrifices we all make in the name of science.

Then there is the testimony from the workshops themselves. Dr. Taba's evaluation of University of Chicago workshops[26] and Leland Bradford's report of six years of progress at Bethel[27] present evidence from follow-up studies with workshop participants of marked changes in attitudes achieved during workshop sessions. Equally impressive is Riecken's report of significant changes in degree of ethnocentrism and authoritarianism among participants in the Friends' Volunteer Work Camps.[28]

Besides these, there are innumerable studies of more specific influence of factors in the group situation. The effect of participation of group members in decision-making and problem-solving has already been indicated. A related problem is the effect of leadership style and leader participation upon the problem-solving behavior of groups. Lewin, Lippitt, and White's distinction between democratic, laissez-faire, and autocratic leaders has already become classic.[29] Their findings--that autocratic leaders evoked hostile behavior on the part of group members; that laissez-faire leaders increased friendliness among group members and task dissatisfaction, and that democratic leaders promoted satisfaction with achievement and high integration of groups--have since been confirmed by other researchers. Bovard's finding that members of what he terms "group-centered" groups were more susceptible to opinion change than members of "leader-centered groups"[30] also offers support for some of the assumptions listed previously.

The pressures which a group develops to induce conformity in its members have, understandably enough, intrigued a number of investigators. The small group communications experiments of Festinger and his associates have provided tangible evidence of the process of influence at work. Extreme deviants from established group norms received many more communications from their fellow participants than did more "normal" group members. Supporting evidence for the effects of group pressure appears in an experiment recounted by Hovland.[31] Here, Catholic students who had been put on notice, so to speak, that others in their group were of the same faith, proved more resistant to counter-norm communications than Catholics who believed themselves to be in a mixed-faith group.

Other investigators have studied the influence of group climate, of the effect of prior friendships among group members, of cultural differences, of group homogeneity and heterogeneity, and other factors. In general, these studies offer additional proof that mutually shared values, shared activities, greater group cohesiveness, and greater valuation placed upon group belongingness by individual members, make for greater pressures towards conformity to group norms and standards, and by the same token increase the group's influence for change.

We turn now to the fourth and fifth assumptions, which postulate the retention of attitudes and skills and their use in the trainees' home environments. Here, the evidence is more fragmentary and sometimes contradictory, making it difficult to draw evaluative conclusions. Both the Chicago and the Bethel group cite letters received and follow-up questionnaires returned by participants, reporting increased activity and effectiveness of graduates upon their return home. Riecken too gives evidence of the persistence of changes in attitudes and of an increase in human relations activity of former work camp participants. Similar testimony can certainly be furnished by workshop directors in any of the twenty or more states where these institutions operate.

But there is also disheartening evidence of indifference, of relapse into former patterns, even of occasional "boomerang" effects when the returning idealist finds himself at too great odds with his home-town group or his factory associates. It is such evidence that has led human relations workshops to ask that schools, communities, and industrial plants send "teams" rather than individuals. It has also led them to attempt various kinds of advance "fortification" of the returnee to prepare him for expected disappointments.

How shall we summarize these findings? Morris Raphael Cohen repeatedly cautioned us against the post hoc fallacy in social science experimentation. Neither temporal succession nor mere correlations establish causal relationships.

"A correlation," he wrote, "is an empirical or historical statement that in a certain proportion of instances two elements have occurred simultaneously or successively. A causal relation asserts more than mere past coincidence. It affirms that there is some reason or ground why, whenever the antecedent occurs, the consequence must follow."[32]

Judged by such rigorous standards, a good many of the experiments I have reported, and many I could not mention for want of time, leave much to be desired. Nevertheless, the accumulated evidence, even if not entirely conclusive, is quite impressive. Group processes do change some people who seem otherwise resistant to change. Democratic leadership and a permissive group climate are more effective in some learning situations, again with some people, than other forms of leadership. This is particularly true of the area of learning with which human relations training is concerned. For some persons, participation in group activity, particularly if the group is one to which a close personal allegiance is felt, seems to promote, even accelerate, change in the direction of better self- and group-regarding attitudes. There seems to be a factor in group living which is almost therapeutic in its ability to increase their sensitivity and susceptibility to change.

A portion of Dorwin Cartwright's summary of the ways in which the group process may be most effectively used as a medium of change[33] is worth repeating here:

1. If the group is to be used effectively as a medium of change, those people who are to be changed and those who are to exert influence for change must have a strong sense of belonging to the same group.

2. The more attractive the group is to its members, the greater is the influence that the group can exert on its members.

3. In attempts to change attitudes, values, or behavior, the more relevant they are to the basis of attraction to the group, the greater will be the influence that the group can exert upon them.

4. The greater the prestige of a group member in the eyes of the other members, the greater the influence he can exert.

5. Efforts to change individuals or subparts of a group which, if successful, would have the result of making them deviate from the norms of the group will encounter strong resistance.

6. Strong pressure for changes in the group can be established by creating a shared perception by members of the group for change, thus making the source of pressure for change lie within the group.

7. Information relating to the need for change, plans for change, and consequences of change must be shared by all relevant people in the group.

The fact that these salutary changes do not take place in all individuals under what may appear to be similar conditions should be regard-

ed as a challenge to researchers and practitioners. On the one hand, we should be cautioned against unsupported generalization and exaggerated claims of effectiveness. Take, for example, a recently reported study of discussion groups at Bethel. The authors, Gage and Exline, started with a hypothesis which seemed to be the logical consequence of current assumptions in the field. It was that accuracy of social perception, or the degree to which "an individual's perception of the characteristics of other individuals or groups are in accord with reality," is related to the individual's effectiveness in discussion groups. This apparently self-evident statement, they were unable to substantiate. Instead, they found a number of complex situational variables which made clear prediction impossible.[34] On the other, it calls for increased and more rigorously controlled experimentation in this field. Obviously, we need to know much more than we do now about the ways in which influence is transmitted in groups, more about the optimum conditions for its transmission, more about the kinds of individuals who are or are not influenced to change. These things we can learn, as much by observation as by experiment.

Beyond this, I think that the results already obtained warrant the continuation and the extension of existing uses of the group process in human relations work.

Contact and Change

The third and final method we are to examine this morning is "contact." In this area, as in the others with which we have dealt, there are many theoretical problems which still await solution. Not the least of these is the definition of "contact" itself. Much of the difficulty in assessing the relative weight to be assigned to various studies purporting to prove the effectiveness or ineffectiveness of "contact" lies in this realm of definition. Posing quite a different theoretical problem is the fact that most investigators of intergroup contact have been concerned largely with its effect upon one variable--prejudice or tension. Consequently, avoidance of contact has almost always been construed simply as an act of hostility on the part of the majority group. Very little is known, however, about similar avoidance of contact by minority-group members. Here we are confronted by a totally different set of problems, involving maintenance of individual and group identity. To what extent, for example, does positive contact presuppose acceptance by minority members of majority norms or roles assigned to them by majority stereotypes? Can contact in limited spheres of action provide sufficient basis for increased intergroup understanding? While these and other such questions are outside the scope of our present discussion, it seems to me that our concern with the general problem of effectiveness must include at least an awareness of those other elements in the intergroup relations picture which need further study.

Contact among groups (personally I prefer the word interaction) is a necessary consequence of the progressive elimination of segregation and discrimination in employment, in education, in housing, in health, and other areas of social living. Regarded in this light, our problem is not to determine <u>whether</u> contact reduces intergroup hostility, but rather how, under what conditions, and in what manner it does so, and where it sometimes seems to fail, to discover and eliminate the conditions which led to failure.

It is, of course, obvious that intergroup hostilities as well as intergroup harmony must occur at "points of contact" between hostile

groups. In general, it is probably true that where the special interests of groups are, or appear to group members to be, in basic conflict, contact alone not only fails to achieve harmony but sometimes has the opposite effect. Ram and Murphy's recently-reported investigation of bitterly hostile Moslem and Hindu groups[35] is one of a number of studies which indicate that such contact does little to improve intergroup attitudes. Or, take the case described in Sherif's camping study. Here, after a series of artificially-created hostile incidents, and the "successful" establishment of a tension situation between two groups of boys, further contact between members of the opposing groups only led to overt expression of enmity.

But, while these caveats are necessary, if only to warn against over-optimistic generalizations, there is a mounting body of evidence that under certain conditions contact or interaction can and does lead to better understanding, and is positively related to reduction in prejudice.

Some five years ago, while studying patterns of prejudice in a large Eastern city, we found that there was a measurable relationship between the majority group's prejudice and the extent of its contact with minority groups. Those who reported such contact, especially those who remembered childhood friendships with minority-group members, expressed less prejudice than those who did not. This same relatinnship was confirmed the following year in another city, this time in the Midwest. In a more recent study, still in progress, we seem to be finding the same influence at work within the minority group itself. Teen-agers who neither date members of the majority group nor report frequent close friendship contacts, appear in general to be less favorably disposed to them than those who do go out on mixed dates or report other friendship contacts.

That such facts offer no proof of a causal relationship is, of course, obvious. Our data do not allow us to determine conclusively which of these variables is cause, which effect, or whether both may be due to a third factor not yet isolated. This situation only points up the ever-present difficulty in social science research of isolating significant variables, not to speak of determining actual cause-and-effect relationships. How, for example, should we understand the Deutsch and Collins finding that white tenants of integrated public housing units show more favorable attitudes towards their Negro neighbors than do the tenants of segregated units[36]? As evidence of the effect of "equal-status" contact? As evidence of the importance of simple propinquity? Or as evidence of the fact that integration provides increased opportunity for shared activities?

There is, however, one conclusion I think we can draw from these studies, and it is an important one: that is, contact between groups, per se, neither causes nor promotes intergroup hostility or tension. For if it did, the relationship we found could not have occurred.

That all forms of interaction, under any and all conditions, reduce hostility, no one will assert. Mussen's study of children at an interracial camp, for example, provides evidence that contact alone neither decreases nor increases prejudice towards Negroes. Whether a child reacted positively or negatively to the contact experience seemed to be related to his "susceptibility to change," a personality factor, as well as to whether or not he felt the camp experience to be a rewarding one.[37]

Here, the conditions which favored a positive effect were personality variables and satisfaction with the camp experience. No one will

today deny the importance of personality as a factor in prejudice. However, since the overwhelming majority of contact situations outside of training centers do not permit social scientists or practitioners to manipulate "personality" variables, we must, as practitioners, examine other factors which have been found to be associated with "favorable" contact situations. Two such elements are emphasized in recent research evidence. The first is "equal-status" contact; the second, contact accompanied by common activity towards a shared objective.

As to the first of these, "equal-status," it is by no means so easily isolated as might appear. Status is a complex phenomenon in our society, and some of the experimental evidence cited in support of "equal-status" contact is hardly conclusive. As is so often the case with experimental evidence, what is actually demonstrated is the obverse conclusion: that contact among individuals of unequal status, from different groups, sometimes--but not always--results in greater hostility, and often fails to reduce prejudice.

Let me give an example of the complexity of the variables which actually enter a supposedly simple intergroup contact situation. From a pilot study of a small-town Girl Scout troop, undertaken by our department, which unfortunately was never completed, we gained an interesting insight into one of the conditions of acceptance of a minority-group member by her majority-group associates. Neither equal status nor shared activity seemed to be crucial, although both were present--but rather, the cheerful enactment by the Negro Girl Scout, of the role which the "normal" majority stereotype assigned to her: tidying up after the meeting and other similar duties. Such conditional acceptance could hardly be regarded as evidence of the influence of either equal status or shared activity. On the contrary, we would be right to regard such "acceptance" with extreme suspicion as scientists and distaste as human relations workers.

Or take the evidence presented in The American Soldier of the more favorable attitudes toward Negro soldiers shown by white soldiers who had fought alongside Negro troops.[38] Here the common objective is, of course, obvious. But just what is the meaning of "equal status" in a citizen army? The army is, to be sure, a great leveler; but what about the many "back home" status differences--should we assume that the common objective had made those disappear?

My guess is that the formulation of the conditions favorable to contact is somewhat more complex. It should take the form of a statement specifying the product of contact as a resultant of two or more forces. We might assay some hypothesis such as this: "When two groups of people interact in a situation involving a mutually desirable objective, such interaction will result in reduction of prejudice and intergroup tension, if the force of the drive toward attainment of their common goal is greater than the force or forces tending to perpetuate hostility. These latter could be unequal status, competitive goals, incompatible norms or value systems. The extent of reduction in tension or hostility will vary with the relative strength of the opposing forces."

It is easy to see how the example just given of combat troops could be made to fit the framework of this hypothesis. The sequel to the Sherif camping study may also be seen as conforming to this scheme. There, after initial hostilities between groups had been set in motion, an attempt was made to reduce tensions by having both groups participate as teammates in a game pitting the entire camp against another "out-group."

It was only partially successful, however, since some boys had apparently developed such hostility that the relatively short "peace" period was not long enough to make them change.

It seems to me that reformulation of the problem along these lines would have several advantages. For the researcher, this approach would ensure his taking experimental notice of the many variables which influence his results. It suggests the framework for objective measurement of these variables and also permits easier formulation of sub-hypotheses in quantitative terms suitable to experimental procedures. Moreover, in any practical situation it compels us to take notice of all the forces at work in a given interaction situation. Such awareness should enable us to foresee and provide against anticipated difficulties.

Conclusion

It would probably leave all of us with a comfortable feeling of having achieved a desired goal, if I could now summarize all of the previous findings in a few well-chosen sentences. Or, better still, transform them into a few maxims or guides to action. Regrettably, it can't be done--not just yet. Perhaps if we ever do reach the point at which we, like Anatole France's wise men, can sum up human experience in half a dozen words, it will be just as unnecessary for us to do so.

For the moment, however, all of us, practitioners and researchers, are still some distance from complacency, but I think it must also be said that in the really incredibly short space of time during which we have begun to apply science to human relations problems, we have come a long way. There is a growing body of research which has significant things to say about many of the assumptions made in our work, and upon which both social scientist and practitioner can draw. There is greatly heightened awareness of the vital need for scientific appraisal and testing of effectiveness of methods whether new or old. And what is even more important, there is increased appreciation of the complexity of the phenomena with which we deal, both among researchers and practitioners. With this has come a growing reluctance to generalize on the basis of limited observation. It is this demonstration of complexity as well as the need for a continuing process of self-examination and questioning of old assumptions which, to my mind, constitute the really significant contributions which research has so far made. To realize that we have to do with complex problems is no small achievement. Without it we could not have hoped to progress much beyond the old trial and error methods. The steps before us now are the identification and isolation of the many variables which determine the course of interaction between individuals and groups, and the perfection of even more effective techniques for utilizing those elements in the social and personal situation which facilitate change, and coping with those which stand in our way.

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ASSESSING THE TECHNIQUES FOR ACTION: COMMUNITY ORGANIZATION, LEGISLATION AND LITIGATION, CHANGING ADMINISTRATIVE POLICY

Arnold Aronson

Legislation, judicial enforcement and precedent, executive and administrative action, political organization and pressure--these are the techniques through which citizens in our democracy have always sought to redress their grievances and protect their rights. All of these techniques have been used by intergroup relations agencies in the effort to assure equal rights, equal opportunities, and equal justice for all Americans irrespective of race, creed, color, national origin, or ancestry.

Obviously, it would simplify life for the intergroup relations practitioner, to say nothing of advancing our common cause, if the effects of these techniques had been so tested that we could determine for what purposes, under what circumstances, and with what effects, each could be used most advantageously. In the absence of any such proven guide, and of any willingness to suspend activity pending its development, intergroup relations agencies have had to proceed on a trial and error basis in accordance with their best reasoning and judgment.

The key question in attempting to assess the effectiveness of these techniques is the criteria to be used. For the selection of criteria must precede the development of any sound program of evaluative research.

Programs and methods should be judged, at least initially, in relation to the objectives they seek to attain. If the techniques which were discussed at this morning's session--the mass media of communication, intercultural education, intergroup contact, and the like--may be said to be aimed primarily at changing attitudes and minimizing prejudices, the major objective in the use of the techniques we are now considering would seem to be to change conduct and minimize discrimination.

Although prejudice, discrimination, and intergroup conflict are neither synonymous nor necessarily coextensive, they are closely interrelated. The consequences of programs and activities which ostensibly are directed at only one or another of these phenomena, are no less interrelated and interdependent. It is, therefore, not sufficient to test techniques and methods solely in relation to their immediate and professed goals.

Any attempt to attribute prejudice or discrimination to any single factor would be regarded as the grossest oversimplification. Instead, the principle of "multiple causation" has come to be accepted as axiomatic. It seems to me equally important in developing criteria for evaluating techniques that the principle of "multiple motivation" be taken into account.

Intergroup relations agencies typically are seeking a variety of goals at the same time. It does not take more than superficial analysis to indicate that agencies which have joined together for the announced purpose of enacting a fair educational law regard the achievement of this goal as but a means to other often inarticulated and possibly opposing objectives. In this perspective, each short-run goal is a step to-

wards a long-range basic objective, involving ultimately the agency's conception of the ideal society. The further one moves away from the immediate agreed-upon objective which has brought a group of agencies together, the more their views, values, and goals will be found to diverge. Thus, as one moves from an assessment of techniques in relation to their direct and immediate effects to an examination of their indirect and more far-reaching consequences, the more difficult it becomes to formulate compatible and mutually acceptable criteria.

I shall not presume to assess the effectiveness of the techniques of law and law enforcement but simply try to indicate some of the reasons why the practitioner finds it difficult to make such an assessment, in the hope that this may help in the formulation of appropriate criteria and research approaches.

Intergroup relations agencies have sought to invoke the powers of government to protect and to extend the guarantees of human rights. Presumably, therefore, the number of laws, regulations, and court decisions providing such guarantees represent one measure of the effectiveness of these efforts.

On the basis of this criterion, an impressive record of accomplishment can be compiled. Since 1945, when the first state fair employment practice law was adopted in New York, 11 FEPC laws, 2 fair educational practice acts, 5 acts improving the administration of public accommodation laws (one of which applies to schools and is thus, in effect, a third fair educational practice act), 19 laws forbidding discrimination in various types of housing, 5 laws forbidding segregation in state units of the National Guard, 5 laws forbidding or reducing segregation in public schools, 2 anti-lynching laws, 4 anti-mask laws directed at the KKK, and 40 other miscellaneous anti-discrimination and anti-bias laws have been enacted.

During that same period, successive Presidents have used the powers of that office against discriminatory practices and have issued executive orders prohibiting discrimination within the federal establishment, in the armed services, and in employment under government contract.

During that period, too, the Supreme Court has outlawed the white primary (Smith v. Allwright), held that restrictive covenants cannot be judicially enforced (Shelley v. Kraemer), and barred segregation in interstate travel (Henderson v. U. S.), and in the graduate and professional schools of state universities (Sweatt v. Painter and McLaurin v. Oklahoma State Regents).

Thirty cities have enacted municipal FEP ordinances, more than 70 have established statutory intergroup relations commissions, several have adopted ordinances forbidding discrimination in public housing and urban redevelopment programs.

This is but a very partial record and one which could be multiplied many times over with examples of favorable action on every level of government.

If legislative enactments and favorable court rulings are an index of "successful" efforts, are then legislative defeats and adverse decisions "failures," to be placed on the debit side of the ledger? If so, at what point in time is judgment to be passed?

More than two years of organized and seemingly unproductive effort preceded the issuance of President Truman's order establishing the Committee on Government Contract Compliance; virtually every state FEP law now on the books was preceded by one or more unsuccessful campaigns; successive "defeats" in the lower courts have often been over-ruled. Who is to say that Illinois will not yet have an FEP law? And when that comes to pass, will it constitute an effective use of the legislative technique in contrast to the five previous ineffective campaigns, or will it represent the culmination and cumulative effect of ten years of effort?

Not one of the hundreds of civil rights bills that have been before the Congress continuously for the past decade has been enacted, despite the expenditure of considerable time, money, and effort by intergroup relations agencies. During all this period no federal civil rights bill has been so much as brought to a vote in the U. S. Senate.

And yet who is to gainsay the possibility that it was the organized efforts for a federal FEPC, which provided the motive force behind the "successful" FEP campaigns on the state and local levels? Was the "unsuccessful" pressure for a federal anti-poll-tax bill of no consequence in the decisions of Florida, Georgia, Louisiana, South Carolina, and Tennessee to eliminate the poll-tax in their states? Was the 30 years' agitation for a federal anti-lynching bill of no influence in the enactment of the Texas and South Carolina anti-lynching laws? of the various anti-mask ordinances? of the increased frequency of state prosecutions? the improvement in police protection? the sharp decline in lynching itself? Was there no relationship between the voluntary FEP plan proposed by the Illinois Chamber of Commerce and the concerted pressure for a state law? Would South Carolina or Mississippi have voted so many millions to equalize Negro and white schools were it not for the pressure to end the segregated school system? These are but a few illustrations of the futility of attempting to assess these techniques by mechanical and static criteria.

Let us turn again to the list of "successful" efforts--to the laws which have been enacted and the orders which have been issued. I said earlier that a primary purpose in seeking such laws and regulations was to minimize discrimination. Presumably, therefore, one measure of their effectiveness is the extent to which they can in fact be shown to have reduced discriminatory practices.

Considerable positive evidence on this level can be compiled on the basis of objective records. Just by way of illustration, segregated units in the armed forces have been almost completely eliminated; many formerly segregated housing units have been integrated; upwards of 1,000 Negro students are attending Southern universities from which they previously were excluded. In each of these cases, a policy of discrimination was openly admitted and defended until the pertinent order, ordinance, or court decision. It therefore seems reasonable to attribute the change in policy and practice to governmental intervention.

Where, however, as is generally the case, discrimination has always been denied, it is far more difficult to obtain evidence of changed practices or to establish a causal relationship between such a change and the legal prohibition.

We know, for example, that opportunities for Negro employment have increased markedly during the past decade. What criteria can be used,

however, to isolate the effect of FEP laws from such other variables as general business and labor market conditions, the availability of trained and qualified Negro applicants, the changing political and social climate, etc.? Can this increased employment justifiably be taken as evidence of reduced discrimination? Is the absence of minority-group employment evidence of discrimination?

We know that the enactment of laws prohibiting discrimination in employment, education, or places of public accommodation has been followed by a decline in discriminatory advertisements, discriminatory application and registration forms, discriminatory provisions in union constitutions, discriminatory job orders, and the like. These, however, are but the outward manifestations of discrimination.

A decline in these manifestations may mean an actual reduction in discrimination. Or, it may imply simply that the offending employer, university, or hotel has found more subtle and devious means for continued and undiminished discrimination. How valid then are these as criteria of effectiveness?

Let us consider the actual handling of cases. Since the enactment of the Ives-Quinn Act in 1945, the various state and municipal fair employment practices commissions have handled approximately 6,000 cases and have achieved a satisfactory adjustment in virtually all cases in which evidence of discrimination was found. This criterion, however, completely fails to take into account the number of employers who voluntarily may have changed their practices to conform to the provisions of the law. It also fails to take into account the possibly even larger number who may be violating the law even though no complaints have been filed against them.

The use of case statistics as an index of effectiveness raises a number of other questions. What, for example, are the criteria for "satisfactory adjustment"? One case may lead to a fundamental change in the practices of a large firm and thereby open up opportunities for thousands of workers; another may result only in the deletion of an offending question from an application form.

What relative weight is to be given in each of these cases? How are they to be differentiated at all in a statistical table headed "Satisfactory Adjustments"?

The enforcing agencies take pride in the fact that they have so seldom found it necessary to go beyond the stage of informal conciliation in the settlement of cases. Is this seemingly impressive record an indication of great effectiveness or, since the terms of the conciliation agreements are not made public, of cheap and easy settlements?

Information on the extent of Negro employment generally and at various occupational levels is readily available through official governmental and private research organizations. No such information is available with respect to the employment of religious minorities. The presence or absence of Negro employees in a plant is easily observable. No such visible check of, let us say, Jewish workers is possible. Discrimination against Negroes until recently has had a measure of community acceptance, with the result that employers have frequently been willing to admit to a discriminatory policy and to face frankly the question of a change in such a policy. Almost without exception, however, employers are

unwilling to admit to a discriminatory policy against Jews and can point to some Jewish employment in their firms as evidence of a fair policy. Whereas discrimination against Negroes frequently takes the form of total exclusion or of employment on menial jobs only, there is no one general pattern of discrimination against Jews, but a multiplicity of patterns which permit little in the way of generalization. Discrimination against Jews varies industry by industry, firm by firm within each industry, department by department within each firm. Jews are found at every level of occupation and are similarly discriminated against at every occupational level. One industry will accept Jews only in sales positions while another will permit Jews in their employment at every level except sales.

Assuming that FEP laws can be demonstrated to have reduced discrimination against Negroes, does it necessarily follow that it has reduced discrimination against all minorities? Are the motivations for discrimination against different groups the same? May not a technique which is effective in reducing discrimination against one group have a totally different effect when applied to others?

To seek a law, to press for executive action, to file a suit, these are all public actions which by their very nature focus attention on the issues involved. Such actions, even though aimed at influencing modes of conduct, inevitably will affect opinions and attitudes as well.

During the debate which preceded the passage of the Ives-Quinn Act, six distinguished citizens, including Oswald Garrison Villard, all of whom strongly opposed racial and religious discrimination, wrote to the New York Times opposing the bill as "a remedy . . . worse than the disease." The fears they expressed--the fear that government intervention in the field of human rights would intensify prejudice and hostility and possibly lead to open conflict--has permeated every legislative campaign for civil rights and every significant court action. The prediction of some Southern governors that a favorable ruling in the pending school segregation cases will result in bloodshed and violence is but the latest in a long series of such dire prophecies.

Proponents of law and law enforcement have been no less insistent that the use of these techniques would reduce not only discrimination but prejudice as well. The enactment of a law, or the campaign attendant upon its passage, they contend, leads to a reappraisal of past thinking and a replacement of attitudes based on unthinking conformance to outmoded patterns.

What kind of an assessment can be made on the basis of our experience to date? And, once again, what are the criteria for making such an assessment?

As with discrimination, some evidence can be compiled on the basis of simple observation. We know that, except for a few isolated cases, the prophecies of open conflict and violence, happily, have proved false. We know that businesses have not, as was predicted, fled areas of FEPC jurisdiction. We know that the forebodings of mass strikes and walkouts as a result of such laws have been unfounded. Evidences of such gross overt effects are readily observable.

What evidences are there, however, by which to judge the extent to which, and the direction in which, prejudices have been influenced? If a successful FEP campaign leads to an acceptance of the principle of equal

job opportunity and a diminution of prejudice, does the rejection of such a measure by a legislature give sanction to and intensify prejudicial feelings? How can we determine the extent to which attitudes are shaped by a law as distinct from all the myriad of other opinion-molding influences? Would the verbalization of a respondent represent any reliable measure?

Suppose that prejudice can be shown to have been increased immediately after passage of an FEP law. May it not be reversed as the administration of the law proceeds without untoward incident? At what point is the assessment to be made?

The agencies administering anti-discrimination laws have all emphasized the "educational" rather than the "punitive" aspects of the legislation. What have been the results of these efforts? Do these government-endorsed and government-sponsored "educational" programs have greater or lesser receptivity than similar programs under the auspices of self-interested minority groups?

The task of formulating criteria for evaluation on this level is further complicated because of the value premises involved. Assume that a legislative enactment can be shown to have intensified prejudicial attitudes and opinions at the same time that it has reduced overt discriminatory acts. Clearly, the victim of discrimination who would willingly work with a bigot, study with a bigot, and live with a bigot, so long as an opportunity for employment, education, and housing were made available to him, would place a totally different evaluation on the law from one whose primary concern is to minimize divisive and hostile feelings.

Assume, again, that a court decision outlawing segregation in the public school system does result in violence? Certainly numerous instances in our history can be cited where intensified conflict has resulted in changes which would generally be accepted as improvements. In each case evaluation would depend upon one's scale of values.

Moreover, the failure to act is in itself a form of action with its own set of consequences. The court action in the school cases may lead to increased hostility and conflict; not to have initiated those cases might well have avoided conflict while reinforcing and perpetuating the pattern of discrimination. The enactment of an FEP law may be shown to have increased prejudice and hostility; the failure of a democratic government to prevent the denial of employment opportunities to large groups of its citizens through such a law could easily have far more serious repercussions.

Thus, in the short run at least, the reduction of discrimination, prejudice, and intergroup conflict are not necessarily compatible, and the relative weight to be given an increase in one as against a decrease in another involves a basic value judgment. Research on this level, therefore, must be on a continuous rather than static basis and must be so designed as to measure trends and long-range consequences as well as brief and temporary effects.

If the power of government can be used to safeguard human rights and to advance intergroup relations, it can also be used to promote intergroup tension and strife. The use of racism by Hitler and Malan as a means of achieving and solidifying political power is sufficiently familiar to require no further elaboration. Present efforts to secure civil

rights legislation in our country are largely designed to overcome earlier setbacks. And, even today, legislation to compel racial segregation occupies more space on the nation's statute books than the relatively small number of laws which the civil rights forces have succeeded in enacting.

It is clear, therefore, that the techniques of law and law enforcement cannot be assessed in the one-dimensional terms in which we have been discussing them so far. We cannot assess the consequences of "legislative campaigns" without regard to the infinite variety of forms which such campaigns may take nor without regard to the equally varied circumstances and conditions under which they are undertaken.

It is not enough for the practitioner to know that "all other conditions being equal," a certain technique will affect prejudice in a given direction. "All other conditions being equal" is a consummation devoutly to be wished but never to be found. To determine policy and program, the practitioner must weigh and consider alternative possibilities and attempt to assess the differential effectiveness of various techniques and approaches in the light of the total situation. The same technique will have a successful outcome in one situation and not in others. What are the factors which determine the different outcomes in each case? What valid generalizations can be drawn from cases occurring under such varied conditions?

The struggle for civil rights has global as well as national and local political implications. The practitioner must relate his strategy, his tactics, and his timing to the changing economic and social condition and the constantly shifting alignment of political forces.

Research can never replace the need for reasoned and seasoned judgment. To the extent that it is able to throw light on some of the questions I have posed, however, it will help the practitioner to decide and to act wisely, and will thereby make a significant contribution to better intergroup relations.

NAIRO

DIRECTORY OF INTERGROUP RELATIONS AGENCIES

WITH PAID PROFESSIONAL PERSONNEL

1959

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NOTES ON USE OF THE DIRECTORY

TYPES OF AGENCIES. The 280 agencies and their 268 field offices are divided into ten categories according to their geographic scope of operation and their authorization (public or private): federal, national private, territorial public, regional public and private, state public, state private, local public, local private, university centers, and Canadian private.

GEOGRAPHIC SCOPE. Division into national, regional, state and local categories has been determined almost entirely by the agencies' own definition and terminology. This is especially true of agencies' field offices and affiliates, information about which was obtained from the parent body.

CROSS REFERENCE. Included in the description of each federal and national agency is a list of its field offices and affiliates, with page references indicating where these offices have been entered. These references are simply page numbers in parentheses. Thus, under the national listing for the Anti-Defamation League, *Michigan, Detroit (28)* refers to that regional office's listing on page 28.

DUPLICATE LISTINGS. Regional offices with a scope of operation that seems limited to one state are marked by an asterisk (*) and appear again under the appropriate state heading. Thus, the *Michigan Regional Office** of the Anti-Defamation League has a second listing on page 40, under State Private agencies.

SEQUENCE OF LISTINGS. National and federal agencies are listed alphabetically; regional offices alphabetically under regions; state public and state private agencies alphabetically, by states; local public and local private agencies alphabetically, by states and by cities; university centers and Canadian private agencies alphabetically.

REGIONAL BREAKDOWN (BY STATES). In determining regional groupings, the states have been divided arbitrarily into six major regions:

NORTHEAST — Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.

SOUTHEAST — Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia.

MIDWEST — Colorado, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.

SOUTH CENTRAL — Arkansas, Louisiana, Missouri, Oklahoma.

NORTHWEST — Alaska, Idaho, Montana, Oregon, Washington, Wyoming.

SOUTHWEST — Arizona, California, Hawaii, Nevada, New Mexico, Utah, Texas.

AGENCY INFORMATION. For each field office or affiliate of a larger agency, the Directory listing comprises the address and professional staff director only. Purpose and activities, publications, etc., may be found in the listing for the parent organization.

INTRODUCTION

The National Association of Intergroup Relations Officials (NAIRO) offers in this volume the first comprehensive directory of intergroup relations agencies published in eleven years. Since the publication in 1948 of the earlier listing, compiled by the American Council on Race Relations, there has been a constant demand for an up-to-date edition. This *Directory of Intergroup Relations Agencies With Paid Professional Personnel* has been prepared in response to that need and is presented to the field as a prime tool for developing the interagency and intraprofessional communication so essential to the advancement of more effective intergroup relations practice.

NAIRO'S decision to include in the present directory only those agencies with paid professional staff was reached after considerable experience with the 1948 listing; whether lack of paid personnel represents cause or effect, the fact remains that unstaffed agencies have had a higher mortality rate than those listed in this publication. And while many unstaffed agencies have existed for a number of years, communication with them has been, at best, difficult because of the lack of a permanent office address and changing volunteer leadership. It scarcely need be said that their exclusion from this listing in no way deprecates their significant and continuing contribution to the common cause.

In determining whether or not an organization warranted listing as an intergroup relations agency (or intergroup relations department within an organization of broader scope and purpose), the editors utilized a broad definition, leniently applied. Each agency was then given an opportunity to veto its inclusion, and some did. Those finally included can, in any event, be said to share an active concern with prejudice and discrimination against racial, religious and cultural minorities. Stated more positively, all are working through varying programs to secure equal opportunity and maximum dignity for all individuals.

Every effort has been made to insure that each listing would be correct and up-to-date. The necessary information was gathered from the individual agencies themselves and was re-checked in many instances; the final copy was then submitted to each agency for last-minute approval. Yet, even as the Directory rolls through the presses, personnel will change and offices will be relocated. It can only be said then that, as long as demand warrants, NAIRO will undertake an annual or at least biennial revision of this publication. Corrections and additions will be accepted gratefully in the meantime.

The field of intergroup relations has grown markedly since the publication of the earlier directory eleven years ago. Nothing could describe this more graph-

ically than the article* from the *Journal of Intergroup Relations* published as an appendix to this volume. As the field has grown, so has the profession of intergroup relations. NAIRO, an infant in 1948, is today a thriving professional association that provides the major channel of interagency communication among some 1,400 practitioners and countless lay leaders. This directory is but one facet of a nationwide program to help these individuals develop techniques, methods and concepts that will permit them to function more effectively in an area of human relations that has never been more important.

Publication of the *Directory* would not have been possible without an outstanding contribution of time and talent by three individuals: Dr. Helen E. Amerman, Oakland (Calif.) Redevelopment Agency, who compiled the exhaustive list of agencies, and Mrs. Frances Cousens and Mrs. Margaret Willette, both of the Michigan Fair Employment Practices Commission, who organized and first edited the data subsequently collected. Since a project of this nature needs considerable organizational encouragement, tribute is also due the four presidents of NAIRO under whose administrations the work progressed — Marshall Bragdon, Mayor's Friendly Relations Committee, Cincinnati; John G. Feild, Office of U.S. Senator Philip Hart; Arnold Aronson, National Community Relations Advisory Council; and Margaret Garrity, President's Committee on Government Contracts.

THE EDITORS

November, 1959
New York City

* Cousens, Frances R. and Feild, John G., "Some Observations on The Nature and Scope of Intergroup Relations," *Journal of Intergroup Relations*, Vol. I, No. 3, September, 1958.

FEDERAL AGENCIES

COMMISSION ON CIVIL RIGHTS (1957) Under law, termination date Nov. 9, 1961
726 Jackson Place, N.W.
Washington 25, D. C.

Professional Personnel: 53

Gordon M. Tiffany, *Staff Director*
A. A. Rosenfeld, *Director, Office of Complaints, Information and Survey*
Mrs. Carol R. Arth, *Executive Secretary*

Authorization:

First session of the 85th Congress — Public Law 85-315 — The Civil Rights Act of 1957. Extended by legislation, 1959.

Membership of Agency:

A six member bi-partisan commission appointed by the President and confirmed by the U. S. Senate.

Purpose and Activities:

Sec. 104. (a) The Commission shall —

(1) investigate allegations in writing under oath or affirmation that certain citizens of the United States are being deprived of their right to vote and have that vote counted by reason of their color, race, religion, or national origin; which writing, under oath or affirmation, shall set forth the facts upon which such belief or beliefs are based;

(2) study and collect information concerning legal developments constituting a denial of equal protection of the laws under the Constitution; and

(3) appraise the laws and policies of the Federal Government with respect to equal protection of the laws under the Constitution.

(b) The Commission shall submit interim reports to the President and to the Congress at such times as either the Commission or the President shall deem desirable, and shall submit to the President and to the Congress a final and comprehensive report of its activities, findings, and recommendations not later than two years from the date of the enactment of this Act.

Sec. 105. (c) The Commission may constitute such advisory committees within States composed of citizens of that State and may consult with governors, attorneys general, and other representatives of State and local governments, and private organizations, as it deems advisable.

Publications:

The Commission on Civil Rights.

HOUSING AND HOME FINANCE AGENCY (1947)
Office of the Administrator
1626 K. Street, N.W.
Washington 25, D. C.

Professional Personnel: 3

Norman P. Mason, *Administrator*
Dr. George W. Snowden, *Assistant to the Administrator for Intergroup Relations*

Purpose and Activities:

The HHFA is the permanent Federal agency established to carry out the principal housing and home financing functions of the Federal Government. It consists of the Office of the Administrator and five constituents: FHA, PHA, the Federal National Mortgage Association, the Community Facilities Administration, and URA.

Federal Housing Administration (1947)
611 Vermont Avenue, N.W.
Washington 25, D. C.

Professional Personnel: 7

Julian H. Zimmerman, *Commissioner*
Hobson R. Reynolds, *Assistant to the Commissioner, Intergroup Relations Service*

Purpose and Activities:

The FHA insures private loans for (1) financing of new and existing housing, and (2) home repairs and improvements. The FHA does not lend money, nor plan nor construct housing.

Public Housing Administration (1947)
1741 Rhode Island Avenue, N.W.
Washington 25, D. C.

Professional Personnel: 8

Charles E. Slusser, *Commissioner*
Philip G. Sadler, *Director, Intergroup Relations Branch*

Purpose and Activities:

Responsible for the administration of the low-rent public housing program under the U. S. Housing Act of 1937.

Urban Renewal Administration (1955)
811 Vermont Avenue, N.W.
Washington 25, D. C.

Professional Personnel: 6

David M. Walker, *Commissioner*
George B. Nesbitt, *Intergroup Relations Officer*

Purpose and Activities:

The URA was established to administer the slum clearance and redevelopment programs authorized by the Housing Acts of 1949 and 1954.

PRESIDENT'S COMMITTEE ON GOVERNMENT CONTRACTS (1953)
Washington 25, D. C.

Professional Personnel: 12

Irving Ferman, *Executive Vice Chairman*
Jacob Seidenberg, *Executive Director*
Raymond C. Shelkofsky, *Director of Administration*
George O. Butler, *Director of Education*
Joseph R. Houchins, *Director of Compliance*
David Mann, *Director of Survey*
John Y. Yoshino, *Compliance Officer*
Jesse Johnson, *Compliance Officer*

Authorization:

Created by Presidential Executive Order 10479, August 13, 1953.

Purpose and Activities:

To carry out a national policy of promoting equal employment opportunity for all qualified persons employed or seeking employment on Government contracts. The Committee receives complaints of alleged violation of the nondiscrimination clause and transmits complaints to appropriate contracting agency for processing in accordance with the agency's procedures. The agency reports to the Committee actions taken on the complaints. The Committee is also engaged in furthering the nondiscrimination program through education and liaison with private and public agencies.

Publications:

The President's Committee on Government Contracts Newsletter, 6 issues per year.

Regional Offices:

Midwest Regional Office, Chicago (29); West Coast Regional Office, Los Angeles (31).

PRESIDENT'S COMMITTEE ON GOVERNMENT EMPLOYMENT POLICY (1955)
Room 308, Civil Service Commission Building
Washington 25, D. C.

Professional Personnel: 3

Dr. Ross Clinchy, *Executive Director*

Authorization:

Established by Presidential Executive Order 10590.

Membership of Agency:

8 individuals.

Purpose and Activities:

To provide clear-cut and easily accessible channels through which any Government employee or applicant for Government employment who feels that he has been discriminated against because of his race, color, religion or national origin may have his case carefully investigated and a decision made by agency head; and to conduct a long-range program of education and persuasion with the obective of eliminating those fears and prejudices which give rise to acts of discrimination.

U. S. DEPARTMENT OF DEFENSE
The Pentagon Building
Washington, D. C.

James C. Evans, *Civilian Assistant to the Secretary for Defense*

U. S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Washington 25, D. C.

Dr. Joseph H. Douglass, *Program Coordinator Officer, Office of the Assistant to the Secretary*

U. S. DEPARTMENT OF JUSTICE
Civil Rights Division (1957)
9th & Constitution Avenues
Washington 25, D. C.

Professional Personnel: 29

Joseph M. F. Ryan, Jr., *Acting Assistant Attorney General*
St. John Barrett, *Second Assistant*
John L. Murphy, *Chief, General Litigation Section*
Harold H. Greene, *Chief, Appeals & Research Section*
Henry Putzel, Jr., *Chief, Voting & Elections Section*
Philip J. Bassford, *Executive Assistant*

Authorization:

Civil Rights Act of 1957. The new Division replaced the Civil Rights Section of the Department's Criminal Division, established in 1939.

Purpose and Activities:

Enforcement of all federal laws pertaining to civil rights as well as other allied statutes.

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
14th and Constitution Avenue, N.W.
Washington 25, D. C.

Hon. James P. Mitchell, *Secretary of Labor*
Roberta Church, *Minority Groups Consultant*

Regional Offices:

New York (26), Boston (26), Chicago (29), San Francisco (31).

State Agencies:

California, Los Angeles (32), Sacramento (32), San Francisco (32); *District of Columbia* (33); *Louisiana* (33); *Maryland* (33); *Michigan* (34); *Ohio*, Columbus (36); *Oregon* (36); *Pennsylvania* (36).

NATIONAL PRIVATE

AFL-CIO, Department of Civil Rights (1955)
815 - 16th Street, N.W.
Washington 6, D. C.

Professional Personnel: 3

Boris Shishkin, *Director*
Don Slaiman, *Assistant Director*
Theodore E. Brown, *Assistant Director*

Purpose and Activities:

To eliminate discrimination in union membership, in employment, and in schools, housing, public transport, and public accommodation.

Publications:

To Secure These Rights, 4 issues per year.

AMERICAN BAPTIST CONVENTION (1941)
Council on Christian Social Progress
152 Madison Avenue
New York 16, N. Y.

Professional Personnel: 2

Rev. John Thomas, *Executive Secretary*
Miriam R. Corbett, *Administrative Assistant*

Authorization:

American Baptist Convention in 1941.

Membership:

12 Board Members.

Purpose and Activities:

To give leadership to the churches in social education and action.

Publications:

News Briefs for Action, 12 issues per year, $1.00.

AMERICAN BAPTIST HOME MISSION SOCIETIES
Department of Christian Friendliness
164 Fifth Avenue
New York 10, N. Y.

Professional Personnel: 3

William H. Rhoades, *Executive Secretary*
Paul O. Madsen, *Division Secretary*
Bernice Cofer, *Departmental Secretary*

Membership:

1½ million constituents; 7 Divisions.

Purpose and Activities:

To cultivate Christian racial and cultural relations.

Publications:

Home Mission Annual.

Field Offices:

California, Oakland (51); *Illinois*, Chicago (55); *New York*, New York (66).

AMERICAN CIVIL LIBERTIES UNION (1920)
170 Fifth Avenue
New York 10, N. Y.

Professional Personnel: 6

Patrick Murphy Malin, *Executive Director*
Alan Reitman, *Associate Director*
Rowland Watts, *Legal Director*
Mrs. Marie Runyon, *Membership Director*
H. Harry Giles, *Executive Officer, Academic Freedom Committee*
Lawrence Speiser, *Washington Office Director*

Membership:

45,000 individuals; 27 affiliates.

Purpose and Activities:

To defend civil liberties, free inquiry and speech, due process of law, and equality before the law regardless of race, creed, or national origin. Activity is carried on through legal briefs and cases in courts, by popular education, and by work with government officials, both in the executive and legislative branches.

Publications:

Civil Liberties, monthly, except July and August. Subscription by membership at $2.00 up. *Weekly Bulletin*, designed for free distribution to the press and interested organizations is available on request to members contributing $10.00 or more annually. *Annual Report.*

Affiliate Offices:

Northern California, San Francisco (38); *Southern California*, Los Angeles (38); *Colorado*, Denver (38); *Illinois*, Chicago (39); *Indiana*, Indianapolis (39); *Maryland*, Baltimore (39); *Massachusetts*, Boston (40); *Minnesota*, Minne-

apolis (40); *New York*, New York (41); *Ohio*, Cleveland (41); *Pennsylvania*, Philadelphia and Greater Philadelphia Branch (41); *Washington*, Seattle (42).

AMERICAN COUNCIL FOR NATIONALITIES SERVICE
20 West 40th Street
New York 18, New York

Professional Personnel: 7

Read Lewis, *Executive Director*
Dr. William S. Bernard, *Co-Director*
Dr. Gilbert Convers, *Assistant Director*
Margaret M. Fellows, *Assistant Director*
Malcolm W. Davis, *Executive Associate*
Edith Lowenstein, *Editor, Interpreter Releases*
David M. Sanders, *Editor, Foreign Language Press Service*

Membership:

More than 500 individuals; 40 organizations.

Purpose and Activities:

By using social work skills, knowledge of foreign languages and cultures, and knowledge of technical immigration and naturalization laws and procedures, the Federation helps the foreign born become adjusted and integrated into American society.

Publications:

National Newsletter, bi-monthly, $1.80 per year.

AMERICAN COUNCIL ON HUMAN RIGHTS
1130 Sixth Street, N.W.
Washington, D. C.

Professional Personnel: 1

Mrs. Emma Manning Carter, *President*

Purpose and Activities:

The Council is a cooperative civil rights and social action program of the major fraternities and sororities.

AMERICAN ETHICAL UNION
2 West 64th Street
New York 23, N. Y.

Professional Personnel: 1

Benjamin Margolin, *Executive Secretary*

Membership:

22 constituent local organizations and the following affiliated organizations: National Womens' Conference, and National Ethical Youth Organization.

Purpose and Activities:

The Ethical Movement has maintained adult education institutes and special institutes on current events. They are designed to give participants information, and, through democratic discussion, to help develop sound judgment on the major problems of our times. One recent project in youth education is the Encampment for Citizenship which brings together each summer about 150 young people, 18 to 23 in age. They are from different sections of America and other countries; they are of many racial, religious and vocational backgrounds. In addition to an extensive six-week study of democracy and problems of world organization, the program includes workshops in which the young people learn how to become better informed, responsible, and effective citizens.

Publications:

Ethical Outlook, 6 issues per year, 1 year, $2.00. 2 years, $3.50. *Ideals at Work.*

AMERICAN FRIENDS SERVICE COMMITTEE, INC. (1917)
Community Relations Program
20 South 12th Street
Philadelphia 7, Pennsylvania

Professional Personnel:

Barbara W. Moffett, *Secretary, Community Relations Program*
Judith Howard, *Assistant Secretary, Community Relations Program*
Thelma W. Babbitt, *Director, Metropolitan Housing Program (Philadelphia)*
Richard Taylor, *Associate Director, Metropolitan Housing Program*
Tillie Walker, *National Representative of Indian Programs*
Jean Fairfax, *National Representative of Southern Programs*

Purpose and Activities:

Relief, rehabilitation, social and technical assistance, community relations, work with youth, and peace education in the United States and overseas in

furtherance of the testimonies of the Religious Society of Friends.

Publications:

Bulletin, 4 issues per year, free.

Regional Offices:

Chicago (27), Dayton (27), Middle Atlantic (25), New England (25), North Central (27), Northern California (30), Pacific Southwest (30), Portland (29), Seattle (29), Southeastern (26), Southwest (30).

AMERICAN JEWISH COMMITTEE (1906)
165 East 56th Street
New York 22, New York

Professional Personnel: 103

John Slawson, *Executive Vice President*
David Danzig, *Program Director*
Dessie E. Kushell, *Director of Administration*
Nathan Weisman, *Executive Assistant*

Community Affairs:

A. Harold Murray, *Director*
S. Andhil Fineberg, *Community Relations Consultant*
Eleanor W. Ashman, *Speakers*
Louis S. Breier, *Education*
Samuel Kaminsky, *Program*
Frank Leff, *Membership*
Isaiah Terman, *Communications and Servicing*

Foreign Affairs:

Simon Segal, *Director*
Eugene Hevesi, *Europe and North Africa*
Sidney Liskofsky, *International Organizations and Immigration*

Jewish Communal Affairs:

Manheim S. Shapiro, *Director*

National Affairs:

Edwin J. Lukas, *Director*
Max Birnbaum, *Intergroup Education*
Lawrence Bloomgarden, *Social Discrimination*
Samuel Fishzohn, *Youth*
Harry Fleischman, *Labor*
Philip Jacobson, *Church-State*
Morris N. Kertzer, *Interreligious*
Theodore Leskes, *Legal*
Ann G. Wolfe, *Women*
Joseph Woolfson, *Veterans*

Program Resources:

Alfred L. Bernheim, *Director*
Harry Alderman, *Library and Archives*
Ralph Bass, *Magazine and Feature Service*
Robert Disraeli, *Film Service*
Milton Himmelfarb, *Library of Jewish Information*
George Kellman, *Fact Finding*
Milton Krents, *Radio and Television*
Ethel Phillips, *Publications*
Marshall Sklare, *Scientific Research*

Membership:

27,000 individuals in 35 local chapters and 14 units; National Members in 600 cities.

Purpose and Activities:

To prevent the infraction of the civil and religious rights of Jews in any part of the world; to render all lawful assistance and to take appropriate remedial action in the event of threatened or actual invasion or restriction of such rights, or of unfavorable discrimination with respect thereto; to secure for Jews equality of economic, social and educational opportunity; to alleviate the consequences of persecution and to afford relief from calamities affecting Jews, wherever they may occur. The Committee combats anti-Semitism and promotes pro-democratic ideas and interfaith relationships through mass media and opinion channels directed at the general public, and such special interest groups as labor, business, youth, veterans, women, etc.; through activities in support of progressive legislation; through scientific research; and through support of intergroup educational programs. The cultural activities of the Committee are designed to effect a wholesome integration of the Jews into the American community while developing Jewish cultural and religious life.

Publications:

American Jewish Yearbook, annual; *Annual Report; Articles of Interest in Current Periodicals*, biweekly; *Civil Rights Story*, annual; *Commentary*, monthly; *Committee Reporter*, bimonthly; *For Your Information*, monthly; *Jews Behind the Iron Curtain*, bimonthly; *People Take the Lead; A Record of Progress in Civil Rights*, annual; *Publications of AJC* (catalog), annual; *Re-*

cent Additions to the Library of Jewish Information, monthly; *Report from Israel,* monthly; *School Calendar,* annual; *Trends: Reports on Jewish Communal Development,* irregular; *Yiddish News Digest,* weekly.

Area Offices:

Central Pacific and Northwest (30), Central Seaboard (26), East Central (27), New England (25), North Central (27), Northern New Jersey-New York State (25), Pennsylvania Area (25), South Central (27), Southeast (26), Southwest (30), West Central (29).

Local Offices:

Atlanta (55), Los Angeles (50); New York, Nassau-Suffolk Counties (65), Westchester County (67).

AMERICAN JEWISH CONGRESS (1918)

15 East 84th Street
New York 28, New York

Professional Personnel: 50

Isaac Toubin, *Executive Director*
Will Maslow, *Director, Department of Public Affairs*
Leo Pfeffer, *Director, Commission on Law and Social Action*
Joseph B. Robison, *Assistant Director, Commission on Law and Social Affairs*
Phil Baum, *Director, Commission on International Affairs*
Samuel Caplan, *Director, Office of Jewish Information*
Richard Cohen, *Director, Public Relations*
High Salpeter, *Director of Organization*
Sanford H. Bolz, *Washington Counsel*

Membership:

300,000 individuals; 11 national and 500 local affiliates.

Purpose and Activities:

The American Jewish Congress is a voluntary association of American Jews committed to:

Preserve and extend the democratic way of life; foster the unity and creative survival of the Jewish people; eliminate all forms of racial and religious discrimination; oppose communism, fascism and all forms of totalitarianism; protect the rights and status of Jews everywhere; help Israel develop in freedom, security, and peace; encourage Jewish education and culture; achieve the democratic organization of the Jewish community.

Publications:

Congress Bi-weekly, $4.00 a year; *Judaism,* quarterly, $3.50 a year.

Regional Offices:

Midwest Region, Chicago Council (27); New England Division, Boston (25); Ohio and Indiana Regions, Detroit (28); Southeast Region, Miami (26); Southwestern Region, St. Louis (29); West Coast Region, Los Angeles (30).

State Offices:

Maryland State Council, Baltimore (39); New Jersey Region, Newark (25); Pennsylvania Region, Philadelphia (25); New York — Westchester and Connecticut Regions, New Rochelle (25).

Local Offices:

Chicago Council (55); New York — Bronx, Brooklyn, Manhattan, Nassau, Queens (65).

AMERICAN LABOR EDUCATION SERVICE, INC.

1776 Broadway
New York 19, New York

Eleanor G. Coit, *Director*

AMERICAN NURSES' ASSOCIATION (1896)

10 Columbus Circle
New York 19, New York

Professional Personnel: 41

Mrs. Judith G. Whitaker, *Executive Secretary*
Cornelia Knight, *Assistant Executive Secretary, Intergroup Relations*

Membership:

190,000 registered professional nurses.

Purpose and Activities:

To foster high standards of nursing practice and to promote the welfare of nurses to the end that all people may have better nursing care. ANA represents professional nurses and serves as their spokesman with allied professional and governmental groups and with the public.

Publications:

American Journal of Nursing, monthly, $5.00 per year.

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH (1913)

515 Madison Avenue
New York 22, New York

Professional Personnel: 100

Benjamin R. Epstein, *National Director*
J. Harold Saks, *Administrative Director*
Lester J. Waldman, *Executive Assistant*
Arnold Forster, *General Counsel and Civil Rights Director*
Alexander F. Miller, *Community Service Director*
Oscar Cohen, *Program Director*
Nathan C. Belth, *Public Relations Director*

Membership (B'nai B'rith):

More than 400,000 individuals.

Purpose and Activities:

Educational organization fighting anti-semitism, prejudice and bigotry; carries on a program to promote democratic practices, broaden civil rights and improve human relations.

Publications:

ADL Bulletin, 10 issues per year. $1.50 for 2 years; *ADL Christian Friends Bulletin; Facts and Rights.*

Regional Offices:

Central Pacific, San Francisco (30); *Connecticut*, New Haven (25); *District of Columbia-Maryland* (26); *Florida*, Miami (27); *Illinois*, Springfield (28); *Indiana*, Indianapolis (28); *Michigan*, Detroit (28); *Midwest*, Chicago (28); *Minnesota-Dakotas*, Minneapolis (28); *Missouri*, St. Louis (29); *Mountain States*, Denver (28); *New England*, Boston (25); *New Jersey*, Newark (25); *New York*, New York City (25); *North Carolina-Virginia*, Richmond (27); *Ohio-Kentucky*, Columbus (28); *Oregon*, Portland (29); *Pacific Northwest*, Seattle (29); *Pacific Southwest*, Los Angeles (30); *Pennsylvania-West Virginia-Delaware*, Philadelphia (25); *Plains States*, Omaha (28); *South Central*, New Orleans (29); *Southeastern*, Atlanta (27); *Southwest*, Houston (30); *Western New York State*, Buffalo (25); *Wisconsin-Upper Midwest*, Milwaukee (28).

ASSOCIATION ON AMERICAN INDIAN AFFAIRS, INC. (1922)

48 East 86th Street
New York 28, N. Y.

Professional Personnel: 2

LaVerne Madigan, *Executive Director*

Membership:

2,140 individuals.

Purpose and Activities:

To promote progress of the American Indian through enlightened public opinion, protection of his constitutional rights, improvement of health, education, and fostering of arts and crafts.

Publications:

Indian Affairs, newsletter, 10 issues per year, $3.00; *The American Indian*, occasional, $3.00 for four issues.

BOY SCOUTS OF AMERICA — NATIONAL COUNCIL (1910)

New Brunswick, New Jersey

Dr. Arthur A. Schuck, *Chief Scout Executive*
Elmaar H. Bakken, *Director, Division of Relationships*
Ray W. Sweazey, *Director, Interracial Service*
Emerson James, *Assistant Director, Interracial Service*

Authorization:

Congressional Charter

Membership:

4,751,495 individuals; 538 Local Councils.

Purpose and Activities:

Character-building and citizenship training; outdoor skills and scoutcraft for boys eight years and over.

Publications:

Boys' Life, monthly, $3.00; *Scouting*, 10 issues per year, $1.00.

BRETHREN SERVICE COMMISSION (1941)

22 South State Street
Elgin, Illinois

Professional Personnel: 5

W. Harold Row, *Executive Secretary*
Ora Huston, *Director, Department of Social Action*
Ralph E. Smeltzer, *Director, Department of Social Education*

Dan West, *Director of Leadership Training*
James Renz, *Director, Department of Social Welfare*

Membership:

All members of the Church of the Brethren are automatically related to the agency, as its constituents.

Purpose and Activities:

Brethren Service represents the interests of the Church of the Brethren in the areas of social education, social action, social welfare and relief and rehabilitation, both at home and abroad. Fields of social concern are peace, economic justice, race relations, civil rights, Christian citizenship, foreign aid to underdeveloped areas, care of the aged, refugee resettlement, community development. Services rendered and personnel employed without regard to race, creed, or nationality.

Publications:

Brethren Service News, 11 issues per year, free.

CATHOLIC CONFERENCE ON INDUSTRIAL PROBLEMS

Interracial Department
1312 Massachusetts Avenue, N.W.
Washington 5, D. C.

COMMISSION ON CHRISTIAN SOCIAL ACTION OF THE EVANGELICAL AND REFORMED CHURCH

Race Relations Department
2969 West 25th Street
Cleveland 13, Ohio

Rev. Jefferson P. Rogers, *Associate Secretary*

CONGRESS OF RACIAL EQUALITY (1943)

38 Park Row
New York 38, N .Y.

Professional Personnel: 2

James R. Robinson, *Executive Secretary*
James T. McCain, *Field Secretary*

Membership:

4,000 individuals; 9 affiliated locals.

Purpose and Activities:

Elimination of specific discriminatory practices through nonviolent direct action.

Publications:

CORElator, 3 to 5 issues a year. Sent to all contributors.

COUNCIL FOR SOCIAL ACTION OF THE CONGREGATIONAL CHRISTIAN CHURCHES

289 Fourth Avenue
New York 10, N. Y.

Dr. Galen R. Weaver, *Racial and Cultural Relations*

CONGREGATIONAL CHRISTIAN CHURCHES (1942)

Board of Home Missions
Race Relations Department
Fisk University
Nashville 8, Tennessee

Professional Personnel: 3

Herman H. Long, *Director*
John Hope II, *Industrial and Labor Relations*
Galen Weaver, *Church and Race*

Purpose and Activities:

To help eliminate practices of group discrimination and segregation. Community self-surveys; special civil rights policy research; leadership training institution; consultive service to labor, employer, and church groups.

ENCAMPMENT FOR CITIZENSHIP (1946)

2 West 64th Street
New York 23, N. Y.

Professional Personnel: 2

Saal Lesser, *Executive Director*

Purpose and Activities:

Citizenship training for young adults 18-23 during six weeks camp program in summer.

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

104 C Street, N.E.
Washington 2, D. C.

E. Raymond Wilson, *Executive Secretary*

HARMON FOUNDATION, INC.
140 Nassau Street
New York, N. Y.

Mary Beattie Brady, *Director*

INDIAN RIGHTS ASSOCIATION (1882)
1505 Race Street
Philadelphia 2, Pennsylvania

Professional Personnel: 1

Lawrence E. Lindley, *General Secretary*

Membership:

1,200 individuals.

Purpose and Activities:

To promote the spiritual, moral and material welfare of American Indians and to protect their legal and human rights.

Publications:

Indian Truth, quarterly, $2.00 per year.

INSTITUTE FOR AMERICAN DEMOCRACY (1943)
515 Madison Avenue
New York 22, N. Y.

Professional Personnel: 1

Oscar Tarcov, *Director*

Purpose and Activities:

Non-profit educational agency producing visual graphic materials on human relations themes for school and community.

INSTITUTE FOR DEMOCRATIC EDUCATION, INC.
515 Madison Avenue
New York 22, N. Y.

Howard M. LeSourd, *Director*

INTERNATIONAL UNION OF ELECTRICAL WORKERS (1950)
Civil Rights Committee
1126 — 16th Street, N.W.
Washington 6, D. C.

Professional Personnel: 3

Al. Hartnett, *Chairman*
W. Richard Carter, *Secretary*
Kenneth Peterson, *Director*

Membership:

425,000 individuals.

Purpose and Activities:

"We, the Electrical, Radio and Machine Workers, further realize that the preservation of our freedom and the advancement of our economic well being require that our democratic institutions and our civil rights and liberties be preserved, strengthened and extended and that they be protected against their totalitarian enemies." (Preamble: IUE-AFL-CIO Constitution)

Publications:

IUE Civil Rights Bulletin, bi-monthly.

JAPANESE AMERICAN CITIZENS LEAGUE (1930)
1759 Sutter Street
San Francisco 15, California

Professional Personnel: 7

Masao Satow, *National Director*
Dr. Roy Nishikawa, *National President*
Mike Masaoka, *Washington Representative*

Membership:

16,000 individuals; 88 chapters.

Purpose and Activities:

To promote the welfare and understanding of Japanese Americans.

Publications:

Pacific Citizen, weekly, $3.50 per year.

Field Offices:

Los Angeles County Co-ordinating Council, (50).

JEWISH LABOR COMMITTEE (1933)
25 East 78th Street
New York 21, N. Y.

Professional Personnel: 25

Jacob Pat, *Executive Secretary*
Benjamin Tabachinsky, *National Campaign Director*
Emanuel Muravchik, *Director, Anti-Discrimination Department*
Philip Heller, *Secretary, Anti-Discrimination Department*
Jacob Schlitt, *National Field Representative, Anti-Discrimination Department*
Walter L. Kirschenbaum, *Public Relations Director*

Membership:

500,000 (through affiliated organizations) individuals; trade unions (with sizeable

Jewish membership) and fraternal organizations (Workmens Circle).

Purpose and Activities:

Seeks to combat racial and religious intolerance in cooperation with organized labor and other intergroup relations organizations, through field offices in major industrial areas; aids Jewish and non-Jewish labor institutions overseas; aids victims of oppression and persecution.

Publications:

Facts and Opinions, bi-monthly; *Jewish Labor Committee Outlook,* bi-monthly; *Labor Reports,* monthly.

Field Offices:

California, Los Angeles (30), San Francisco (30); *Connecticut,* Bridgeport (26); *Midwest,* Chicago (28); *Maryland,* Baltimore (27); *Massachusetts,* Boston (26); *Michigan,* Detroit (28); *Minnesota,* St. Paul (28); *Pennsylvania,* Philadelphia (26), Pittsburgh (26).

Canadian Field Offices:

JLC of Canada — Vancouver, Winnipeg, Montreal, Toronto (77).

JEWISH WAR VETERANS OF THE U.S.A. (1896)

1712 New Hampshire Avenue, N.W.
Washington 9, D. C.

Professional Personnel: 7

Joseph F. Barr, *National Administrator*
Ben Kaufman, *National Executive Director*
Warren Adler, *Public Relations*
Ben Weitzer, *Legislative Director*
Seymour S. Weisman, *Program Consultant*

Membership:

700 posts and 350 Auxiliaries.

Purpose and Activities:

To foster true Americanism, promote equal rights, and defend them when necessary.

Publications:

Jewish Veteran, bi-monthly, $2.00 per year.

Field Offices:

Pacific Coast Area, Los Angeles (30); Eastern Area, New York City (26).

METHODIST CHURCH

Women's Division of Christian Service (1940)

Department of Christian Social Relations
150 Fifth Avenue
New York, N. Y.

Professional Personnel: 3

Thelma Stevens, *Executive Secretary*

Purpose and Activities:

Social education and action in areas of citizenship, race, peace and UN, alcohol education, family life and economic problems.

Publications:

The Methodist Woman, 11 issues per year, $1.50.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (1909)

20 West 40th Street
New York 18, New York

Professional Personnel:

Roy Wilkins, *Executive Secretary*
Robert L. Carter, *General Counsel*
John A. Morsell, *Assistant to the Executive Secretary*
Henry Lee Moon, *Director of Public Relations*
Gloster B. Current, *Director of Branches*
Lucille Black, *Membership Secretary*
Herbert L. Wright, *Youth Secretary*
Mildred Bond, *Life Membership Secretary*
John Brooks, *Director, Registration and Voting*
Herbert Hill, *Labor Secretary*
Edward J. Odom, *Church Secretary*
Julia E. Baxter, *Division of Research and Information*
James F. Farmer, *Activities Coordinator*
Clarence B. Mitchell, *Director, Washington Bureau*
Ruby Hurley, *Southeastern Regional Secretary*
Tarea Pittman, *West Coast Regional Secretary*

Membership:

More than 300,000 individuals.

Purpose and Activities:

To bring to all American citizens of all races, religions and national back-

grounds, the full civil and citizenship rights guaranteed them by the Constitution and its Amendments, including the Bill of Rights. Activities include nonpartisan political action for human rights legislation, public information, and the bringing of legal cases to courts.

Publications:

Crisis, 10 issues per year, $1.50.

Regional Offices:

West Coast, San Francisco (31); *Southwest*, Dallas (30); *Southeast*, Atlanta (27); *Tri-State*, *Philadelphia* (26); *Washington Bureau*, District of Columbia (54); *Illinois*, Chicago (56); *Maryland*, Baltimore (59); *Massachusetts*, Boston (59); *Michigan*, Detroit (61); *Ohio*, Cleveland (68), Columbus (69), Dayton (69); *Pennsylvania*, Philadelphia (71), Pittsburgh (72).

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS (1947)

426 West 58th Street
New York 19, N. Y.

John V. P. Lassoe, Jr., *Executive Secretary*

Membership:

575 professional intergroup relations workers and lay leaders.

Purpose and Activities:

An organization of individuals concerned with advancing intergroup relations knowledge and skills, improving the standards of intergroup relations practice, and furthering the understanding and acceptance of the goals and principles of intergroup relations work.

Publications:

Journal of Intergroup Relations, quarterly, free to members; non-members, $6.00 per year. *NAIRO Newsletter*, monthly.

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Avenue, N.W.
Washington 6, D. C.

Mrs. Mary Alice Baldinger, *Executive Director*

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING

426 West 58th Street
New York 19, N. Y.

Frances Levenson, *Director*
Margaret Fisher, *Assistant Director*

Membership:

30 organizations.

Purpose and Activities:

To remove racial and religious restrictions from the nation's housing market, and to serve as a clearing house for information and action in the field of housing discrimination.

Publications:

Trends in Housing, 6 issues per year, $2.00.

NATIONAL COMMITTEE ON IMMIGRATION AND CITIZENSHIP

270 Park Avenue
New York, N. Y.

NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL (1944)

55 West 42nd Street
New York 36, N. Y.

Professional Personnel: 7

Isaiah Minkoff, *Executive Director*
Arnold Aronson, *Director of Program Planning*
Albert D. Chernin, *Community Consultant*
Samuel Spiegler, *Director of Information*

Membership:

45 organizations (6 national and 39 local).

Purpose and activities:

An association of 45 constituent autonomous agencies working together in the mutual formulation of policies and plans and the coordinated implementation of program by studying and evaluating aims and methods. Its constituents act in the common cause of improving community relations of all American Jews and helping promote the search for equality and justice in our country.

Publications:

In the Common Cause, quarterly, free; *Screenings*, irregular, free.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS (1928)

43 West 57th Street
New York 19, New York

Professional Personnel: 110

Lewis Webster Jones, *President*
Dr. Sterling W. Brown, *Executive Vice President*
Dumont F. Kenny, *Vice President for National Program Development*
Lillian Cohen, *Director of Publications*
William E. Vickery, *Director of the Commission on Educational Organizations*
Louis A. Radelet, *Director of the Commission on Community Organizations*
Leonard P. Aries, *Director of the Commission on Labor-Management Organizations*
Harold E. Lett, *Assistant Director, Commission on Labor-Management Organizations*
Robert B. Johnson, *Director of Research*
Dave Hyatt, *Vice President and Director of Public Relations*
Jacob Schwab, *Publicity Director*
Lillian Block, *Managing Editor, Religious News Service*
Ford Bailor, *Vice President for Financial Development*

Membership:

100,000 contributing members; 200 members of the national Board of Directors.

Purpose and Activities:

To promote justice, amity, understanding and cooperation among Protestants, Catholics and Jews, and to analyze, moderate and finally eliminate intergroup prejudices which disfigure and distort religious, business, social and political relations.

Publications:

News Letter, 6 issues per year, free.

Regional Offices:

Northeastern Division, New York City (26); *Southeastern Division*, Washington, D .C. (27); *East Central Division*, New York City (28); *Central Division*, Chicago (28); *Southwestern Division*, Dallas (31); *Western Division* (31).

Local Field Offices:

Alabama, Birmingham (50); *Arizona*, Phoenix (50); *California*, Los Angeles (51), San Francisco (52); *Connecticut*, Hartford (53); *Delaware*, Wilmington (53); *District of Columbia*, Washington (54); *Florida*, Miami (54); *Georgia*, Atlanta (55); *Illinois*, Chicago (57), East St. Louis (57); *Indiana*, South Bend (57); *Iowa*, Des Moines (58); *Kansas*, Wichita (58); *Kentucky*, Louisville (58); *Louisiana*, New Orleans (58); *Maryland*, Baltimore (59); *Massachusetts*, Boston (59); *Michigan*, Detroit (61); *Minnesota*, Duluth (61), Minneapolis (62); *Missouri*, Kansas City (62), St. Louis (62); *Nebraska*, Omaha (63); *New Jersey*, Newark (63); *New Mexico*, Albuquerque (64); *New York*, Buffalo (65), Greater New York, Bronx, Brooklyn, Manhattan-Westchester, Queens-Long Island (66), Syracuse (67); *North Carolina*, Greensboro (67); *Ohio*, Cincinnati (68), Cleveland (68); *Oklahoma*, Oklahoma City (70); *Oregon*, Portland (70); *Pennsylvania*, Philadelphia (72), Pittsburgh (72), Roslyn (73); *Rhode Island*, Providence (73); *Tennessee*, Memphis (73); *Texas*, Dallas (74), Houston (74), San Antonio (74); *Virginia*, Richmond (74); *Washington*, Seattle (75); *Wisconsin*, Milwaukee (75).

NATIONAL CONGRESS OF AMERICAN INDIANS (1944)

Dupont Circle Building
Washington 6, D. C.

Professional Personnel: 1

Mrs. Helen L. Peterson, *Executive Director*

Membership:

500 Indian individuals; 62 Indian tribes.

Purpose and Activities:

To help American Indian tribes and communities secure justice, protect their rights and develop their resources; to educate the public on issues in the field of Indian affairs.

Publications:

NCAI Bulletin, approximately 6 per year, $3.00 for Indians, $10.00 for non-Indians; *Legislative Reports*, approximately 15 per year, $25.00 for non-Indians; *Information Letters*, 3 — 6 issues per year, $10.00 for non-Indians.

NATIONAL COUNCIL OF CHURCHES (1923)
Department of Racial and Cultural Relations
475 Riverside Drive
New York 27, N. Y.

Professional Personnel:

Dr. J. Oscar Lee, *Executive Director*
Dr. Alfred S. Kramer, *Associate Executive Director*
Rev. Will D. Campbell, *Associate Executive Director*

Membership:

Member Denominations.

Purpose and Activities:

The Department of Racial and Cultural Relations seeks to build full opportunity for all minority racial and cultural groups in education, employment, housing, recreation, health services, government, churches, and all other aspects of social life. It maintains a clearinghouse of information and counsel; promotes "Race Relations Sunday", prepares and distributes literature, conducts research and study, and provides consultative field services.

Publications:

Interracial News Service, bi-monthly.

NATIONAL SCHOLARSHIP SERVICE AND FUND FOR NEGRO STUDENTS (1948)
6 East 82nd Street
New York 28, N. Y.

Professional Personnel: 9

Richard L. Plaut, *President*
Julian K. Robinson, *Director, Counseling Services*
Henry Urrows, *Director, Development Program*
Jeanne C. Harrison, *Office Manager and Administrative Assistant*

Membership:

Board of Directors; Advisory Board of College Presidents.

Purpose and Activities:

To increase higher educational opportunities for qualified Negro students in interracial colleges in this country.

Publications:

Opportunity News, 3 issues yearly, free; *Do You Want to Go to College?*, free; *Annual Report*, free.

NATIONAL URBAN LEAGUE, INC. (1910)
14 East 48th Street
New York 17, New York

Professional Personnel:

Lester B. Granger, *Executive Director*
Warren M. Banner, *Associate Director*
Nelson C. Jackson, *Associate Director*

Administration:

Alexander J. Allen, *Director of Special Projects*
Jeweldean Jones, *Field Representative*
Sterling Tucker, *Washington Representative*

Community Services:

Nelson C. Jackson, *Director*

Housing Activities:

Reginald A. Johnson, *Director*

Industrial Relations and Vocational Guidance:

Julius A. Thomas, *Director*
Ann Tanneyhill, *Director, Vocational Services*
J. Carlton Yeldell, *Field Secretary*

Promotion and Publicity:

Guichard Parris, *Director*
Jerome L. Wilson, *Assistant Director*

Religious Resources Project:

Edith Macy, *Director*

Research and Community Projects:

Warren M. Banner, *Director*

Southern Field Division:

Mahlon T. Puryear, *Director*
Clarence Coleman, *Community Consultant*

Urban League Fund:

William R. Simms, *Director*

Purpose and Activities:

To aid American communities to solve their problems in intergroup relations and to coordinate and supplement the work of local Leagues. Services of the National Urban League include: the creating of job opportunities through gaining cooperation of labor and industry; aiding the unprepared to obtain training for jobs and careers; aiding in creating

housing, welfare and recreation services where they do not exist and helping those seeking and needing these services to find and use them; gathering facts and information about the non-white population and making these data available to interested organizations, agencies and individuals; and aiding in resolving the problems of non-whites in communities unable to set up their own local Leagues.

Field Divisions:

Southern Field Division, Atlanta (27).

Local Affiliates:

Arizona, Phoenix (50); *Arkansas,* Little Rock (50); *California,* Los Angeles (51), San Diego (52), San Francisco (52); *Colorado,* Denver (53); *District of Columbia,* (54); *Florida,* Jacksonville (54), Miami (54), Tampa (54); *Georgia,* Atlanta (55); *Illinois,* Chicago (55), Springfield (57); *Indiana,* Anderson (57), Fort Wayne (57), Gary (57), Marion (57), South Bend (58); *Kansas,* Wichita (58); *Kentucky,* Louisville (58); *Louisiana,* New Orleans (58); *Maryland,* Baltimore (58); *Massachusetts,* Boston (59), Springfield (60); *Michigan,* Detroit (60), Flint (61), Grand Rapids (61), Muskegon (61), Pontiac (61); *Minnesota,* Minneapolis (62), St. Paul (62); *Missouri,* Kansas City (62), St. Louis (63); *Nebraska,* Omaha (63); *New Jersey,* Elizabeth (63), Englewood (63), Morristown (63), Newark (64), New Brunswick (64); *New York,* Buffalo (65), New York (66), Westchester, White Plains (67); *North Carolina,* Winston-Salem (67); *Ohio,* Akron (67), Canton (67), Cincinnati (68), Cleveland (68), Columbus (69), Dayton (69), Massilon (69), Warren (70); *Oklahoma,* Oklahoma City (70), Tulsa (70); *Oregon,* Portland (71); *Pennsylvania,* Philadelphia (72), Pittsburgh (73); *Rhode Island,* Providence (73); *Tennessee,* Memphis (73); *Texas,* Fort Worth (74); *Virginia,* Richmond (74); *Washington,* Seattle (75); *Wisconsin,* Milwaukee (75).

PHELPS-STOKES FUND (1911)
101 Park Avenue
New York 17, N. Y.

Professional Personnel: 4

Dr. Frederick D. Patterson, *Director*
Wilton S. Dillon, *Executive Secretary and Research Director*
Dr. Ralph O'Hara Lanier, *Project Director, Identification and Placement of Negro Talent*
Dr. Aaron Brown, *Project Director, Improvement of Quality of Secondary School Instruction*

Purpose and Activities:

The Phelps-Stokes Fund has as its purpose the support of research and educational activities directed toward improving race relations of Negroes, both in Africa and the U. S., and North American Indians; and the support of studies and efforts to improve housing for low-income families in New York City. Its operation includes consulting services in education and the applied social sciences; sponsoring conferences to promote intergroup understanding; intercultural activities involving Africans in the U. S.; and dissemination of scientific research about race, human development, and adaptation to social change.

Publications:

Occasional reports, pamphlets, reprints.

PRESBYTERIAN BOARD OF CHRISTIAN EDUCATION
Department of Social Education and Action (1936)
830 Witherspoon Building
Philadelphia 7, Pennsylvania

Professional Personnel: 4

Rev. Clifford J. Earle, *Secretary*
Margaret E. Kuhn, *Associate Secretary*
Rev. G. S. Wilmore, *Associate Secretary*
Rev. H. B. Sissel, *Associate Secretary*

Membership:

22 member counseling committee.

Purpose and Activities:

To implement the social deliverances of the Presbyterian Church in the U.S.A.

Publications:

Social Progress, 10 issues yearly, $1.00.

PROTESTANT EPISCOPAL CHURCH
National Council
Department of Christian Social Relations
281 Fourth Avenue
New York 16, N. Y.
Rev. Almon R. Pepper, D. D., *Director*

Rev. Arthur E. Walmsley, *Executive Secretary, Division of Christian Citizenship*
Rev. Cornelius C. Tarplee, *Associate Secretary, Division of Christian Citizenship*

SOUTHERN REGIONAL COUNCIL, INC. (1944)

63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Professional Personnel: 10

Harold C. Fleming, *Executive Director*
Mrs. Ruth H. Alexander, *Secretary-Treasurer*
Paul Anthony, *Administrative Assistant*
John Hope II, *Chief Consultant*
C. H. Parrish, *Program Associate*
Mrs. M. E. Tilly, *Director of Women's Work*
John Constable, *Director of Information*
Marge R. Manderson, *Research Assistant*
Leslie Dunbar, *Director of Research*
Paul Rilling, *Director of Field Activities*

Purpose and Activities:

Through research and action to attain an equal opportunity for all the South's people.

Publications:

New South, monthly, 11 issues per year, $2.00.

Cooperating State Organizations:

Alabama Council on Human Relations, Birmingham (38); Arkansas Council on Human Relations, Litle Rock (38); Florida Council on Human Relations, Miami (39); Georgia Council on Human Relations, Atlanta (39); Kentucky Council on Human Relations, Frankfort (39); North Carolina Council on Human Relations, Charlotte (41); South Carolina Council on Human Relations, Columbia (41); Tennessee Council on Human Relations, Nashville (42); Texas Council on Human Relations, Austin (42); Virginia Council on Human Relations, Richmond (42).

UNITARIAN SERVICE COMMITTEE, INC. (1942)

9 Park Street
Boston 8, Massachusetts

Professional Personnel: 4

Dr. Frank Z. Glick, *Executive Director*
Mrs. Dudley Moore, *Director, Community Services, U.S.A.*
Helen Fogg, *Director, Social Work and Education, Overseas*
Wilmer Froistad, *Director, Medical Programs*

Purpose and Activities:

To face and accept our full share of responsibility for relieving human distress; to help restore human dignity where it has been violated and to strengthen it everywhere; to maintain and to give expression to the unity of humankind; to render service at home and abroad without regard to race, creed, color or nationality; to revive human initiative, knowledge and skill, and thus help people to help themselves; and to demonstrate and share in all humility the best of our American heritage in areas of conflict and devastation.

Publications:

Venture.

UNITED AUTOMOBILE WORKERS, AFL-CIO (1946)

8000 East Jefferson Avenue
Detroit, Michigan

Professional Personnel: 7

Walter P. Reuther, *Director*
William H. Oliver, *Co-Director*
Lillian Hatcher, *International Representative*
Harry Ross, *International Representative*

Membership:

22 regions; approximately 1100 local unions.

Purpose and Activities:

Equality of opportunity in employment and full realization of civil rights for all.

Publications:

Fact Sheet, bi-monthly.

UNITED CHRISTIAN YOUTH MOVEMENT

79 East Adams Street
Chicago, Illinois

Isaac K. Beckes, *Executive Secretary*

UNITED COUNCIL OF CHURCH WOMEN
Department of Christian Social Relations
156 Fifth Avenue
New York 10, N. Y.

UNITED HIAS SERVICE (1884)
425 Lafayette Street
New York 3, N. Y.

James P. Rice, *Executive Director*
Harry S. Friedman, *Comptroller*
Milton Kosen, *Fund Raising Director*
Martin A. Burstein, *Director of Public Relations*

Purpose and Activities:

Relief and rehabilitation to Jews migrating in any part of the free world; resettlement assistance via vocational and technical aid and guidance.

Publications:

Rescue, 4 issues yearly.

UNITED RUBBER WORKERS
Fair Practices Department
United Rubber Workers Building
High at Mill Street
Akron 8, Ohio

James Turner, *Director*

UNITED STEELWORKERS
Committee on Civil Rights
1500 Commonwealth Building
Pittsburgh 22, Pennsylvania

Francis C. Shane, *Secretary*

YOUNG MEN'S CHRISTIAN ASSOCIATION OF THE U.S.A.
National Student Council
291 Broadway
New York, N. Y.

Rev. Maynard L. Catchings, *Secretary for Interracial and Intercultural Relations*

TERRITORIAL PUBLIC

COMMONWEALTH OF PUERTO RICO (1948)
Migration Division, Department of Labor
322 West 45th Street
New York 36, New York

Dr. Clarence Senior, *Chief, Migration Division*

Professional Personnel: 69

Authorization:

Created by the Legislature.

Purpose and Activities:

Through specific programs helps Puerto Ricans help themselves. Seeks to speed up the adjustment process and to help the migrants and their new neighbors to live and work together in an atmosphere of harmony and mutual understanding.

Regional and Field Offices:

Delaware Valley Area, Camden, N. J. (25); *Lake Erie Area,* Cleveland, Ohio (28); *Midwest Region,* Chicago (28); *North Jersey Area,* Keyport, N. J. (25); *Pennsylvania,* Hamburg (26); *Brookline,* Mass. (45); *Hartford,* Conn. (43); *Middletown,* N. Y. (47); *New York,* N. Y. (47); *Rochester,* N. Y. (47).

REGIONAL OFFICES OF NATIONAL AND FEDERAL AGENCIES

NORTHEASTERN AREA

AMERICAN FRIENDS SERVICE COMMITTEE
Community Relations Program
Middle Atlantic Regional Office
20 South 12th Street
Philadelphia 7, Pennsylvania
Lyle Tatum, *Executive Secretary*

New England Regional Office
P. O. Box 247
Cambridge 38, Massachusetts
Robert A. Lyon, *Executive Secretary*
Nancy St. John, *Chairman, Housing Integration Program*

AMERICAN JEWISH COMMITTEE
New England Area
72 Franklin Street
Boston 10, Massachusetts

Northern New Jersey — New York State Area
45 Branford Place, Room 235
Newark 2, New Jersey
Sydney Kellner, *Director*

Pennsylvania Area*
1508 Land Title Building
Philadelphia 10, Pennsylvania
Murray Friedman, *Director*

AMERICAN JEWISH CONGRESS
New England Region
72 Franklin Street
Boston 10, Massachusetts
M. Jacob Joslow, *Director*

New Jersey Region*
17 William Street
Newark 2, New Jersey
Sam Brown, *Director*

Pennsylvania Region*
306 Finance Building
1428 South Penn Square
Philadelphia 2, Pennsylvania
Samuel Lewis Gaber, *Director*

Westchester and Connecticut Region
272 North Avenue
New Rochelle, New York
Jack Marash, *Director*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Connecticut Regional Office*
956 Chapel Street, Room 412
New Haven, Connecticut
Mortimer L. Feigenbaum, *Director*

New England Regional Office
72 Franklin Street, Suite 504
Boston 10, Massachusetts
Sol Kolack, *Director*

New Jersey Regional Office*
30 Clinton Street
Newark 2, New Jersey
Brant Coopersmith, *Director*

New York Regional Office*
20 West 40th Street
New York 18, New York
Monroe R. Sheinberg, *Director*

Pennsylvania-West Virginia-Delaware Regional Office
225 South 15th Street
Philadelphia 2, Pennsylvania
Fred Grossman, *Director*

Western New York State Regional Office
308 Crosby Building
Buffalo 2, New York
Hersh L. Adlerstein, *Director*

COMMONWEALTH OF PUERTO RICO
Migration Division, Department of Labor

Delaware Valley Area Office
333 Arch Street
Camden, New Jersey
Carlos Martinez, *Director*

North Jersey Area Office
40 Broad Street
Keyport, New Jersey
Guadalupe Ruiz, *Field Representative*

*Also listed in State Agencies Section

Pennsylvania Field Office*
501 State Street
Hamburg, Pennsylvania

Roberto Mendoza, *Field Representative*

JEWISH LABOR COMMITTEE
Connecticut Regional Office*
Green Farms, Connecticut

Leonard Bright, *Acting Field Representative*

Eastern Pennsylvania-New Jersey Regional Office
924 Walnut Street
Philadelphia 7, Pennsylvania

Stephen Remsen, *Field Representative*

New England Regional Office
27 School Street
Boston 8, Massachusetts

Julius Bernstein, *Field Representative*

Western Pennsylvania Regional Office
401 Commonwealth Annex
Pittsburgh 22, Pennsylvania

Sam Bottone, *Field Representative*

JEWISH WAR VETERANS OF THE U. S. A.
Eastern Area Office
1457 Broadway
New York, New York

Seymour S. Weisman, *Consultant*

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
Tri-State Regional Office
c/o Philadelphia Branch NAACP
260 South 15th Street
Philadelphia, Pennsylvania

Calvin D. Banks, *Field Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
Northeastern Division
43 West 57th Street
New York 19, New York

James M. Eagan, *Vice President*

*Also listed in State Agencies Section

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
Boston Regional Office
18 Oliver Street
Boston 10, Massachusetts

Edward Medley, *Employment Service Adviser*

New York Regional Office
341 Ninth Avenue
New York, New York

Percival Punter, *Employment Service Specialist*

SOUTHEAST AREA

AMERICAN FRIENDS SERVICE COMMITTEE
Community Relations Program
Southeastern Regional Office
P. O. Box 1307
High Point, North Carolina

Wilton Hartzler, *Acting Executive Secretary*
William Bagwell, *Director, North Carolina School Desegregation Program*
Charles Davis, *Associate Director, North Carolina School Desegregation Program*
Sarah Herbin, *Associate Director, Merit Employment Program*

AMERICAN JEWISH COMMITTEE
Central Seaboard Area Office
1625 Eye Street, N.W.
Washington, D. C.

Southeast Area Office
1201 Congress Building
Miami 22, Florida

Seymour Samet, *Director*

AMERICAN JEWISH CONGRESS
Miami Regional Office
111 N. E. Second Avenue
Miami 32, Florida

Haskell Lazere, *Director*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
District of Columbia-Maryland Regional Office
1640 Rhode Island Avenue, N.W.
Washington 6, D. C.

William Korey, *Director*

Florida Regional Office*
330 Seybold Building
Miami 32, Florida

Nathan Perlmutter, *Director*

North Carolina-Virginia Regional Office
216 North Second Street, Room 306
Richmond 19, Virginia

Robert Kohler, *Director*

Southeastern Regional Office
41 Exchange Place, S.E.
Atlanta 3, Georgia

Arthur J. Levin, *Director*

JEWISH LABOR COMMITTEE
Maryland Regional Office*
2356 Eutaw Place
Baltimore 17, Maryland

Dr. Samuel Neistadt, *Field Representative*

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
Southeast Regional Office
859½ Hunter Street, N.W., Room 107
Atlanta, Georgia

Mrs. Ruby Hurley, *Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
Southeastern Division
302 Southern Building
Washington 5, D. C.

Leonard Aries, *Vice President*
Gordon W. Lovejoy, *Program Consultant* (P.O. Box 8507, Guilford College, N.C.)

NATIONAL URBAN LEAGUE
Southern Field Division
250 Auburn Avenue, N.E.
Atlanta 3, Georgia

Mahlon T. Puryear, *Director*
Clarence Coleman, *Community Consultant*

SOUTHERN REGIONAL COUNCIL, INC.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

See *National Private Agency Section* (22) for details. See also Cooperating State Councils on Human Relations for Alabama (38), Florida (39), Georgia (39), Kentucky (39), North Carolina (41), South Carolina (41), Tennessee (42), Virginia (42).

MIDWEST AREA

AMERICAN FRIENDS SERVICE COMMITTEE
Community Relations Programs
Chicago Regional Office
300 West Congress Parkway, Room 900
Chicago 7, Illinois

Kale Williams, *Executive Secretary*
Judith Miller, *Associate Director, Housing Opportunities Program*

Dayton Regional Office
915 Salem Avenue
Dayton 6, Ohio

Matt Thompson, *Executive Secretary*

North Central Regional Office
4211 Grand Avenue
Des Moines 12, Iowa
Clarence Yarrow, *Executive Secretary*

Rupert Stanley, *Indian Field Staff* (Fort Berthold Reservation, New Town, N. D.)

AMERICAN JEWISH COMMITTEE
East Central Area
602 Chester-Ninth Building
Cleveland 14, Ohio

Abraham L. Feinberg, *Director*

North Central Area
343 South Dearborn Street, Suite 1104
Chicago 4, Illinois

Walter P. Zand, *Director*

South Central Area
19 West Seventh Street
Cincinnati 2, Ohio

Ira Gissen, *Director*

AMERICAN JEWISH CONGRESS
Midwest Region — Chicago Council
189 West Madison Street
Chicago 2, Illinois

*Also listed in State Agencies Section

Maurice Klinger, *Director*
Joseph Minsky, *CLSA Director*, Chicago Council

Note: Chicago Council also listed in *Local Private Agency Section.*

Ohio and Indiana Regions — Michigan Council
163 Madison Avenue
Detroit 26, Michigan

Norman Perlstein, *Director*

Note: Michigan Council listed also in *State Private Agency Section.*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH

Illinois Regional Office*
Meyers Building
Springfield, Illinois

Saul Sorrin, *Director*

Indiana Regional Office*
108 East Washington Street
Indianapolis 4, Indiana

Robert Gordon, *Director*

Michigan Regional Office*
163 Madison Avenue, Suite 120
Detroit 26, Michigan

Sol Littman, *Director*

Midwest Regional Office
343 South Dearborn Street
Chicago 4, Illinois

A. Abbott Rosen, *Director*

Minnesota-Dakotas Regional Office
925 Upper Midwest Building
Minneapolis 1, Minnesota

Monroe Schlactus, *Director*

Mountain States Regional Office
220 Empire Building
Denver 2, Colorado

Sheldon Steinhauser, *Director*

Ohio-Kentucky Regional Office
82 North High Street, Suite 610
Columbus 15, Ohio

Seymour Gorchoff, *Director*

*Also listed in State Agencies Section

Plains States Regional Office
527 Securities Building
Omaha 2, Nebraska

Ted Sennett, *Director*

Wisconsin-Upper Midwest Regional Office
623 North Second Street
Milwaukee 3, Wisconsin

Sidney H. Sayles, *Director*

COMMONWEALTH OF PUERTO RICO

Migration Division, Department of Labor

Lake Erie Area Office
2030 Euclid Avenue
Cleveland 15, Ohio

Carlos Gomez, *Director*

Midwest Regional Office
25 East Eighth Street
Chicago 5, Illinois

Anthony Vega, *Director*

JEWISH LABOR COMMITTEE

Michigan Regional Office*
163 Madison Avenue, Suite 225
Detroit 26, Michigan

Bill Goode, *Field Representative*

Midwest Regional Office
127 North Dearborn Street
Chicago 2, Illinois

Aaron Aronin, *Field Representative*

Minnesota Regional Office*
2639 University Avenue
St. Paul 14, Minnesota

Louis Lerman, *Field Representative*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS

Central Division
203 North Wabash Avenue
Chicago 1, Illinois

L. K. Bishop, *Vice President*
Stanley F. Hall, *Financial Development*

East Central Division
43 West 57th Street
New York 19, New York

Sterling W. Brown, *Acting Administrator*

PRESIDENT'S COMMITTEE ON GOVERNMENT CONTRACTS
Midwest Regional Office
105 West Adams Street
Chicago 3, Illinois

Margaret Garrity, *Regional Director*
Percy H. Williams, *Assistant Regional Director*

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
Chicago Regional Office
Bankers Building
105 North Adams Street
Chicago 3, Illinois

Rose Nathenson, *Employment Service Representative*

SOUTH CENTRAL AREA

AMERICAN JEWISH COMMITTEE
West Central Area
Missouri Insurance Building, Room 517
705 Chestnut Street
St. Louis 1, Missouri

Norman Stack, *Director*

AMERICAN JEWISH CONGRESS
Southwestern Region
315 North Seventh Street, Room 412
St. Louis 1, Missouri

Philip Perlmutter, *Director*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Missouri Regional Office*
721 Olive Street
St. Louis, Missouri

Saul Sorrin, *Director*

South Central Regional Office
606 Common Street, Room 401
New Orleans 12, Louisiana

Irwin Schulman, *Director*

SOUTHERN CONFERENCE EDUCATIONAL FUND, INC. (1946)
822 Perdido Street
New Orleans 12, Louisiana

Professional Personnel: 5

James A. Dombrowski, *Executive Director*
Anne Braden, *Field Secretary*
Carl Braden, *Field Secretary*

Purpose and Activities:

To eliminate all forms of racial discrimination and segregation in the southern and border states. Activities include publications, conferences, opinion polls, legislative action, forums and the mobilization of citizens around specific local issues.

Publications:

The Southern Patriot, 10 issues per year, $2.00.

SOUTHERN REGIONAL COUNCIL, INC.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

See *National Private Agency Section* (22) for details. See also cooperating State Council on Human Relations for Arkansas (38).

NORTHWEST AREA

AMERICAN FRIENDS SERVICE COMMITTEE

Portland Regional Office
1108 S. E. Grand Avenue
Portland 14, Oregon

Seattle Regional Office
3959 Fifteenth Avenue, N.E.
Seattle 5, Washington

Harry Burks, *Executive Secretary*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Oregon Regional Office
414 Education Center Building
220 Southwest Adler Street
Portland 4, Oregon

Seymour H. Kaplan, *Director*
David Robinson, *Counsel*

Pacific Northwest Regional Office
2303 Smith Tower
Seattle 4, Washington

Seymour H. Kaplan, *Director*

*Also listed in State Agencies Section

SOUTHWEST AREA

AMERICAN FRIENDS SERVICE COMMITTEE
Community Relations Program

Northern California Regional Office
1830 Sutter Street
San Francisco, California

Stephen Thiermann, *Executive Secretary*
Lee Zeigler, *Secretary, Social-Industrial Program*
Virginia Perry, *Indian Field Staff, Tule River Program*
Norman Goerlich, *Secretary, Santa Clara County Community Relations Program* (57 East Santa Clara Street, San Jose)
Bard McAllister, *Agricultural Labor Secretary, Social-Industrial Program* (417 North Kent Street, Visalia)
Wess Huss, *Director, Inter-Tribal Friendship House* (2964 Telegraph Avenue, Oakland)

Pacific Southwest Regional Office
P. O. Box 966-M
Pasadena, California

Edwin A. Sanders, *Executive Secretary*
Juan Pascoe, *Director, Southwest Indian Program*
Charles McEvers, *Indian Field Worker* (Apache Indian Reservation, Bylas, Arizona)

Southwest Regional Office
407 West 27th Street
Austin 5, Texas

Garnet Guild, *Executive Secretary*
Beulah Hodge, *Director, Latin-American Program*
Wade Mackie, *Director, Job Opportunities Program* (1608 Government Street, Baton Rouge, Louisiana)

AMERICAN JEWISH COMMITTEE
Central Pacific and Northwest Area
40 First Street
San Francisco 5, California

Harry Winton, *Director*

Southwest Area
523 Fidelity Building
Dallas 2, Texas

Gustave Falk, *Director*

AMERICAN JEWISH CONGRESS
West Coast Region
590 North Vermont Avenue
Los Angeles 4, California

Dr. Otto Schirn, *Director*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Central Pacific Regional Office
40 First Street, 3rd Floor
San Francisco 5, California

Stanley S. Jacobs, *Director*

Pacific Southwest Regional Office
590 North Vermont Avenue, Suite 217
Los Angeles 4, California

Milton A. Senn, *Director*

Southwest Regional Office
2405 San Jacinto Street, Suite 209
Houston 2, Texas

Theodore Freedman, *Director*

JEWISH LABOR COMMITTEE
Northern California Regional Office
2940 Sixteenth Street
San Francisco 3, California

William Becker, *Field Representative*

Southern California Regional Office
590 North Vermont Avenue
Los Angeles 4, California

Max Mont, *Field Representative*

JEWISH WAR VETERANS OF THE U. S. A.
Pacific Coast Area
590 North Vermont Avenue
Los Angeles 4, California

A. David Baitch, *Regional Director*

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
Southwest Region
2600 Flora Street, Room 107-8
Dallas 4, Texas

Clarence A. Laws, *Field Secretary*
Edwin C. Washington, Jr., *Field Secretary*

West Coast Regional Office
690 Market Street, Suite 626
San Francisco 11, California

Tarea Pittman, *Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
Southwestern Division
1028 National City Building
Dallas, Texas

William H. Tipton, Jr., *Vice President*

Western Division
43 West 57th Street
New York 19, New York

Sterling W. Brown, *Acting Administrator*

PRESIDENT'S COMMITTEE ON GOVERNMENT CONTRACTS
West Coast Regional Office
803 Federal Building
Los Angeles 12, California

Mrs. Eloise Kloke, *Regional Director*

SOUTHERN CALIFORNIA BAPTIST CONVENTION
Department of Christian Community Concerns
427 West Fifth Street
Los Angeles 13, California

June Taylor, *Director*

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
San Francisco Regional Office
Appraisers Building
630 Sansome Street
San Francisco 11, California

Gerald Parrish, *Representative*

STATE PUBLIC

CALIFORNIA

CALIFORNIA DIVISION OF FAIR EMPLOYMENT PRACTICES (1959)
965 Mission Street
(After 3/19/60: 455 Golden Gate Avenue)
San Francisco

Professional Personnel: 15

Edward Howden, *Chief*
D. Donald Glover, *Assistant Chief*

Authorization:

State Legislature.

Membership:

5 commission members.

Purpose and Activities:

To protect and safeguard the right and opportunity of all persons to seek, obtain, and hold employment without discrimination.

Note: Branch office to be established at Los Angeles.

OFFICE OF THE ATTORNEY GENERAL OF CALIFORNIA
Constitutional Rights Section
State Building
San Francisco 2

Franklin H. Williams, *Chief*

CALIFORNIA DEPARTMENT OF EMPLOYMENT
800 Capitol Avenue
Sacramento 14

Benjamin Brown, *State Supervisor, Services to Minority Groups*

Northern Area Office
745 Franklin Street
San Francisco

James R. McKenney, *Minorities Coordinator*

Southern Area Office
1525 South Broadway
Los Angeles 15

Alfred R. Kartsman, *Minorities Coordinator*

COLORADO

COLORADO ANTI-DISCRIMINATION COMMISSION (1951)
State Services Building
1525 Sherman Street
Denver (3)

Professional Personnel: 5

Roy M. Chapman, *Director*
John Binkley, *Assistant Director*

Authorization:

General Assembly.

Purpose and Activities:

The purpose of the Commission is to administer fair employment practice, fair housing and public accommodations laws, to initiate educational programs and research projects, and to receive, investigate and pass upon complaints alleging discrimination.

CONNECTICUT

CONNECTICUT COMMISSION ON CIVIL RIGHTS (1943)
Room 537, State Office Building
Hartford

Professional Personnel: 9

Thomas F. Henry, *Acting Executive Secretary*
Marvis O. Welch, *Supervisor of Education*
Henry G. Stetler, *Supervisor of Research*

Authorization:

Statute.

Membership:

10 Commissioners appointed by Governor.

Purpose and Activities:

Administers Fair Employment Practices, Public Accommodations, and Housing Laws; investigates all complaints of racial, religious, age, and nationality discrimination, and violations of civil liberties, conducts educational programs and research.

Publications:

Civil Rights Bulletin, 6 issues per year, free.

DISTRICT OF COLUMBIA

U. S. DEPARTMENT OF LABOR
United States Employment Service
for the District of Columbia
1724 "F" Street, N.W.
Washington 25

Victor Daly, *Minority Groups Consultant*

ILLINOIS

ILLINOIS COMMISSION ON HUMAN RELATIONS (1943)
Room 1832, State of Illinois Building
160 North LaSalle Street
Chicago

Professional Personnel: 3

Aimee M. Isgrig, *Director*
Mrs. Ann L. Ivy, *Administrative Secretary*
George R. Ricks, *Information Specialist*
Mirro R. Romanow, *Research Analyst*

Authorization:

State Legislature.

Membership:

20 commissioners; local commissions and related agencies throughout the state.

Publications:

Biennial Report; Illinois Human Relations, bulletin, 6 issues per year, free.

INDIANA

INDIANA FAIR EMPLOYMENT PRACTICES COMMISSION (1945)
Room 225, State Labor Division
State House
Indianapolis

Professional Personnel: 6

Charles Decker, *Director*

Authorization:

General Assembly.

Purpose and Activities:

To aid in the removal of discrimination in employment through conciliation and persuasion, and other educational indices.

Publications:

Newsletter, quarterly; *Annual Report*, free.

KANSAS

KANSAS ANTI-DISCRIMINATION COMMISSION (1953)
State Office Building
Topeka

Professional Personnel: 1

Authorization:

Legislature.

Purpose and Activities:

To help the State effectuate its policy against employment discrimination. Receives, investigates and resolves complaints through conference and conciliation; no enforcement powers. Educational program.

Publications:

Reflector, 4 issues per year, free.

LOUISIANA

U. S. DEPARTMENT OF LABOR
P. O. Box 4049
Baton Rouge

Rev. Nathaniel Williams, *Minority Groups Representative*

MARYLAND

MARYLAND COMMISSION ON INTERRACIAL PROBLEMS AND RELATIONS (1951)
State Office Building
301 West Preston Street
Baltimore 1

Professional Personnel: 3

Authorization:

General Assembly.

Purpose and Activities:

To evaluate intergroup relations through study and to recommend to the Legislature corrective legislation.

Membership: 9 individuals.

Publications:

Annual Report, and periodic studies, free.

MARYLAND DEPARTMENT OF EMPLOYMENT SECURITY
Employment Service Division
1100 North Eutaw Street
Baltimore 1

Melvin G. Roy, *Minority Employment Consultant*

MASSACHUSETTS

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION (1946)
41 Tremont Street
Boston

Professional Personnel: 7

Mrs. Mildred H. Mahoney, *Chairman*
Walter H. Nolan, *Executive Secretary*

Authorization:

Legislative Act.

MICHIGAN

FAIR EMPLOYMENT PRACTICES COMMISSION (1955)
900 Cadillac Square Building
Detroit 26

Professional Personnel: 10

Frederick B. Routh, *Executive Director*
William M. Seabron, *Deputy Director*
Edward N. Hodges III, *Director of Conciliation*
Frances R. Cousens, *Research Director*

Authorization:

Legislature.

Membership:

6 Commissioners.

Purpose and Activities:

To administer the Michigan Fair Employment Practices Act.

Publications:

Informational Bulletin, 4 issues per year.

Regional Office:

129 Mason Building
Lansing

MICHIGAN EMPLOYMENT SECURITY COMMISSION
7310 Woodward Avenue
Detroit 2

Mrs. Geraldine Bledsoe, *Minority Groups Consultant*

MINNESOTA

GOVERNOR'S HUMAN RIGHTS COMMISSION, STATE OF MINNESOTA (1943)
State Office Annex
117 University Avenue
St. Paul

Professional Personnel: 2

Clifford E. Rucker, *Executive Director*

Authorization:

Governor and Legislative Support.

Purpose and Activities:

To promote a state-wide educational program, and to ferret out any condition which is likely to cause serious social disorder in the state in the area of intergroup relations.

Publications:

Annual Report, and smaller folders, free.

MINNESOTA STATE FAIR EMPLOYMENT PRACTICES COMMISSION (1955)
200 State Capitol
St. Paul 1

Professional Personnel: 2

Wilfred C. Leland, Jr., *Executive Director*
Richard K. Fox, Jr., *Assistant Director*

Authorization:

State Legislature.

Membership:

9 Commission members, appointed by Governor, confirmed by State Senate.

Purpose and Activities:

To foster the employment of all individuals in the state in accordance with their fullest capacities, regardless of their race, color, creed, religion, or national origin, and to safeguard their rights to obtain and hold employment without discrimination.

MISSOURI

MISSOURI COMMISSION ON HUMAN RIGHTS (1958)
Room 102, State Capitol
Jefferson City

Professional Personnel: 1

Gregory Shinert, *Executive Director*

Purpose and Activities:

To do research, print materials, and investigate cases of discrimination because of race, color, or ethnic origin.

NEW JERSEY

STATE DEPARTMENT OF EDUCATION (1945)
Division Against Discrimination
1100 Raymond Boulevard
Newark 5

Field Office:

162 West State Street
Trenton, New Jersey

Professional Personnel: 14

Dr. John P. Milligan, *Assistant Commissioner*

Authorization:

Legislature.

Purpose and Activities:

Administer New Jersey anti-discrimination laws.

Publications:

Division Review; Annual Report.

NEW MEXICO

NEW MEXICO FAIR EMPLOYMENT PRACTICE COMMISSION (1949)
Box 1726
Santa Fe

C. W. Burrell, *Director*

NEW YORK

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION (1945)
Executive Offices:
270 Broadway
New York

Offices of the Commission:

Albany — 248 State Street
Buffalo — Lafayette Theatre Building, 6 Broadway
New York — 270 Broadway
Syracuse — 333 E. Washington Street
White Plains — 203 Main Street

Professional Personnel: 57

Edward Rutledge, *Housing Director*
John B. Sullivan, *Director of Education*
Henry J. Spitz, *General Counsel*
Philip Partnow, *Director of Investigations*
Milton Rosenberg, *Director, Division of Employment Discrimination*
Aaron Antonovsky, *Director of Research*

Authorization:

State Legislature.

Membership:

5 Commissioners appointed by Governor. Commission appoints individuals to membership in various advisory groups, i.e. Community Councils, Labor Advisory Committee, Industry Advisory Committee, and the State Housing Advisory Committee.

Purpose and Activities:

To eliminate and prevent practices of discrimination because of race, creed, color or national origin in employment, places of public accommodation, publicly assisted housing, and education, and because of age in employment.

Publications:

Newsletter, 12 issues yearly; *Annual Report;* and other educational materials and research reports.

NEW YORK STATE EDUCATION DEPARTMENT
Division of Intercultural Relations in Education (1948)
91 State Street
Albany

Professional Personnel: 2

Theron A. Johnson, *Administrator*

Authorization:

New York State Legislature.

Purpose and Activities:

Administer Education Practices Act guaranteeing non-discrimination in admission to post-secondary schools; administer all laws relating to discrimination in public education; advise, consult, and assist with schools on racial, religious, nationality problems.

OHIO

OHIO CIVIL RIGHTS COMMISSION (1959)
701 Wyandotte Building
Columbus

Frank W. Baldau, *Executive Director*
Chester J. Gray, *Deputy Director*

Authorization:

Revised Code of the State of Ohio.

Purpose and Activities:

To prevent and eliminate the practice of discrimination in employment against persons because of race, color, religion, national origin, or ancestry; and to make periodic surveys of the existing effect of discrimination . . . on the enjoyment of civil rights within the state; and to make recommendations to the Governor and the Legislature as to remedial action, legislative and otherwise.

OHIO BUREAU OF UNEMPLOYMENT COMPENSATION
Minority Groups Services
427 Cleveland Avenue
Columbus, Ohio

Dr. Donald Beatty, *State Supervisor*

OREGON

CIVIL RIGHTS DIVISION, OREGON BUREAU OF LABOR (1949)
1216 S. W. Hall
Portland 1

Professional Personnel: 3

Mark A. Smith, *Administrator*
Russell A. Peyton, *Field Representative*
Mark Martinez Infante, *Field Representative*

Authorization:

State Legislature.

Purpose and Activities:

To eliminate and prevent discrimination in employment; in vocational, trade, and professional schools; in places of public accommodation; and in housing.

Publications:

Annual, biennial, and periodic reports of progress. Free.

OREGON STATE EMPLOYMENT SERVICE
500 Public Service Building
Salem

Ernest H. Leonetti, *Service to Minority Groups*

PENNSYLVANIA

PENNSYLVANIA FAIR EMPLOYMENT PRACTICE COMMISSION (1956)
1401 Labor and Industry Building
Harrisburg

Professional Personnel: 12

Elliott M. Shirk, *Executive Director*
Milo Manly, *Deputy Director*
Owen Keily, *Director of Compliance*

Authorization:

Legislature.

Members:

9 Commissioners appointed by Governor.

Purpose and Activities:

To protest instances of discrimination in employment, and obtain redress. To carry on educational projects to increase integration and combat discrimination.

PENNSYLVANIA DEPARTMENT OF LABOR AND INDUSTRY
1846 Brookwood Street
Harrisburg

Edwin Ruddock, *Minority Groups Representative*

RHODE ISLAND

RHODE ISLAND COMMISSION AGAINST DISCRIMINATION (1949)
Room 307, State House
Providence

Professional Personnel: 3

Charles M. Day, *Executive Secretary*
Robert J. Bergeon, *Supervisor of Education*

Authorization:

General Assembly.

Members:

5 Commissioners.

Purpose and Activities:

Administer statutes prohibiting discrimination in the fields of employment, public housing projects, and places of public accommodation.

Publications:

Annual Report.

WASHINGTON

WASHINGTON STATE BOARD AGAINST DISCRIMINATION (1949)
3012 Arcade Building
Seattle 1

Professional Personnel: 3

Membership:

Five Board Members appointed by the Governor. Board has authority to organize Advisory Councils to the Board. There are now four and more are being organized in various cities in the state.

Purpose and Activities:

To prevent and eliminate discrimination in the State of Washington in employment, public accommodations, and publicly assisted housing.

Publications:

Newsletter; Annual Report, free.

WISCONSIN

FAIR EMPLOYMENT PRACTICES DIVISION (1945)
WISCONSIN INDUSTRIAL COMMISSION
794 N. Jefferson Street
Milwaukee 2

Professional Personnel: 2

Virginia Huebner, *Director*

Authorization:

Wisconsin Statutes.

Purpose and Activities:

Administers Wisconsin's Fair Employment Practices Law.

GOVERNOR'S COMMISSION ON HUMAN RIGHTS (1949)
415 North-West State Capitol
Madison 2

Professional Personnel: 4

Mrs. Rebecca C. Barton, *Director*

Authorization:

Wisconsin Legislature.

Membership:

Up to 35, appointed by Governor.

Purpose and Activities:

Research and fact-finding, education through mass media and conferences, mediation of cases, interagency cooperation, and youth program.

Publications:

Handbook on Wisconsin Indians; Our Human Rights; Speech Sampler on Human Rights; Nonwhite Housing in Wisconsin.

STATE PRIVATE

ALABAMA

ALABAMA COUNCIL ON HUMAN RELATIONS (1920)
Room 1218, Comer Building
Birmingham 3

Professional Personnel: 1

Rev. Robert E. Hughes, *Executive Director*

Membership:

540 individuals

Purpose and Activities:

To attain through research and education equal opportunities for all persons of Alabama.

Publications:

Alabama Council Newsletter, approximately 6 issues yearly; $1.00 donations desired for out-of-state requests.

ARKANSAS

ARKANSAS COUNCIL ON HUMAN RELATIONS (1954)
1220 West Capitol
Little Rock

Professional Personnel: 2

Nathaniel R. Griswold, *Executive Director*

Membership of Agency:

Approximately 260 individuals.

Purpose and Activities:

Primarily to assist in transition to a desegregated order; to catalyze the process. Various activities of education: stimulation, communication, gathering and distributing information, providing bi-racial experiences.

Publications:

Occasional memeographed newsletter to members.

CALIFORNIA

AMERICAN CIVIL LIBERTIES UNION
Northern California
503 Market Street
San Francisco 5

Ernest Besig, *Executive Director*

Southern California
323 West Fifth Street
Los Angeles 13

Eason Monroe, *Executive Director*

FRIENDS COMMITTEE ON LEGISLATION OF CALIFORNIA

Southern California
122 North Hudson Avenue
Pasadena 4

Catherine Cory, *Executive Secretary*

Northern California
1830 Sutter Street
San Francisco 15

Trevor Thomas, *Executive Secretary*
Lucy Hancock, *Finance Secretary*
Dorothy Guadalupe, *Office Manager*

Purpose and Activities:

To assist members of the Religious Society of Friends and like-minded citizens to contribute effectively toward the formation of important decisions by Congress, the State Legislature, local governing bodies, and other agencies of federal, state and local government.

COLORADO

AMERICAN CIVIL LIBERTIES UNION, COLORADO BRANCH
1452 Pennsylvania Street
Denver (3)

Harold V. Knight, *Executive Director*

CONNECTICUT

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Connecticut Regional Office
956 Chapel Street
New Haven

Mortimer L. Feigenbaum, *Director*

CONNECTICUT JEWISH COMMUNITY RELATIONS COUNCIL
33 Court Street
New Britain
Ben Stark, *Director*

JEWISH LABOR COMMITTEE
Connecticut Regional Office
Green Farms
Leonard Bright, *Acting Field Representative*

DELAWARE

JEWISH FEDERATION OF DELAWARE
900 Washington Street
Wilmington
Simon Krakow, *Executive Director*

FLORIDA

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Florida Regional Office
330 Seybold Building
Miami 32
Nathan Perlmutter, *Executive Director*

FLORIDA COUNCIL ON HUMAN RELATIONS (1955)
213 N. E. Second Avenue
Miami 32
Professional Personnel: 2
William K. Williams, *Executive Director*
Membership:
950 individuals; 23 organizations.
Purpose and Activities:
To provide a meeting ground where thoughtful people of all races can work together to erase prejudice, ease tensions, and avoid violence.
Publications:
Newsletter, free.

GEORGIA

GEORGIA COUNCIL ON HUMAN RELATIONS
63 Auburn Avenue, N.E.
Atlanta 3
Dr. W. C. Cowart, *Executive Director*

ILLINOIS

AMERICAN CIVIL LIBERTIES UNION, ILLINOIS DIVISION
19 South LaSalle Street
Chicago (3)
Kenneth Douty, *Executive Director*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Illinois Regional Office
Meyers Building
Springfield
Saul Sorrin, *Director*

INDIANA

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Indiana Regional Office
108 East Washington Street
Indianapolis 4
Robert Gordon, *Director*

INDIANA CIVIL LIBERTIES UNION
239 East Ohio
Indianapolis (4)
John Preston Ward, *Executive Director*

KENTUCKY

KENTUCKY COUNCIL ON HUMAN RELATIONS
Box 338
Frankfort
Professional Personnel: 1
Membership:
400 individuals; 25 organizations.
Purpose and Activities:
To attain through research and actions the ideals and practices of equal opportunity for all peoples in Kentucky.

MARYLAND

AMERICAN CIVIL LIBERTIES UNION, MARYLAND BRANCH
5740 Cross Country Boulevard
Baltimore 9
Mrs. Fred E. Weisgal, *Secretary*

AMERICAN JEWISH CONGRESS
Maryland State Council
111 North Charles Street
Baltimore 1
Otto D. Weill, *Director*

JEWISH LABOR COMMITTEE
Maryland Regional Office
2356 Eutaw Place
Baltimore 17
Dr. Samuel Neistadt, *Field Representative*

MASSACHUSETTS

CIVIL LIBERTIES UNION OF MASSACHUSETTS
41 Mount Vernon Street
Boston 8

Luther Knight Macnair, *Executive Director*

MASSACHUSETTS LABOR COMMITTEE FOR HUMAN RIGHTS (1946)
27 School Street
Boston 8

Professional Personnel: 1

Julius Bernstein, *Executive Secretary*

Membership:

Officials assigned by Massachusetts AFL-CIO.

Purpose and Activities:

To function as the joint civil rights state agency of the AFL-CIO. Education, programs, investigations of complaints.

Publications:

Newsletter, 6 to 9 times per year, free.

MICHIGAN

AMERICAN JEWISH CONGRESS
Michigan State Council
163 Madison Avenue
Detroit 26

Norman Perlstein, *Director*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Michigan Regional Office
163 Madison Avenue, Suite 120
Detroit 26

Sol Littman, *Director*

JEWISH LABOR COMMITTEE
Michigan Regional Office
163 Madison Avenue, Suite 225
Detroit 26

Bill Goode, *Field Representative*

MINNESOTA

AMERICAN CIVIL LIBERTIES UNION, MINNESOTA BRANCH
Midland Bank Building
Minneapolis

Marshman Wattson, *Executive Secretary*

JEWISH LABOR COMMITTEE
Minnesota Regional Office
2639 University Avenue
St. Paul 14

Louis Lerman, *Field Representative*

JEWISH COMMUNITY RELATIONS COUNCIL OF MINNESOTA (1938)
2639 University Avenue
St. Paul 14

Professional Personnel: 1

Samuel L. Scheiner, *Executive Director*

Membership:

75 Board Members plus 12 state Jewish organizations.

Purpose and Activities:

Works for the protection and enhancement of equal rights and opportunities for all Minnesota citizens regardless of race, religion or national origin; and the fostering of conditions that contribute toward the vitality of Jewish living.

Publications:

Newsletter, quarterly, free.

MINNESOTA LABOR COMMITTEE FOR HUMAN RIGHTS (1946)
2639 University Avenue
St. Paul 14

Professional Personnel: 1

Louis E. Lerman, *Executive Director*

Membership:

15 individuals.

Purpose and Activities:

Anti-discrimination program and workers educational program within organized labor.

MISSOURI

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
Missouri Regional Office
721 Olive Street
St. Louis

Saul Sorrin, *Director*

NEW JERSEY

AMERICAN JEWISH CONGRESS
New Jersey Region
17 William Street
Newark 2

Sam Brown, *Executive Director*

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
New Jersey Regional Office
30 Clinton Street
Newark 2
Brant Coopersmith, *Director*

STATE AFL-CIO COUNCIL
772 High Street
Newark
Arthur Chapin, *Human Relations Director*

NEW YORK

ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
New York Regional Office
20 West 40th Street
New York 18
Monroe R. Scheinberg, *Director*

NEW YORK CIVIL LIBERTIES UNION
170 Fifth Avenue
New York 10
George E. Rundquist, *Executive Director*

NEW YORK STATE COMMITTEE ON DISCRIMINATION IN HOUSING
426 West 58th Street
New York 19
Frances Levenson, *Executive Director*

Membership: 39 organizations.

Purpose and Activities:
To remove religious and racial restrictions in the housing market and to bring about enactment of legislation barring such discrimination.

NORTH CAROLINA

NORTH CAROLINA COUNCIL ON HUMAN RELATIONS (1954)
121 East Third Street, Room 209
Charlotte 2

Professional Personnel: 1

Harry S. Jones, *Executive Secretary*

Membership of Agency:
600 individuals.

Purpose and Activities:
An information-education program to promote justice and harmony in intergroup relations.

Publications:
Human Relations Bulletin, 6 issues per year, $1.00.

OHIO

OHIO CIVIL LIBERTIES UNION
Ninth-Chester Building
Cleveland (15)
Mrs. Vivian Donaldson, *Executive Director*

PENNSYLVANIA

AMERICAN CIVIL LIBERTIES UNION OF PENNSYLVANIA — GREATER PHILADELPHIA BRANCH
260 South Fifteenth Street
Philadelphia (2)
Spencer Coxe, *Executive Director*

AMERICAN JEWISH COMMITTEE
Pennsylvania Area
1508 Land Title Building
Philadelphia 10
Murray Friedman, *Director*

AMERICAN JEWISH CONGRESS
Pennsylvania Region
306 Finance Building
1428 South Penn Square
Philadelphia 2
Samuel Lewis Gaber, *Director*

COMMONWEALTH OF PUERTO RICO
Migration Division, Department of Labor
Pennsylvania Field Office
501 State Street
Hamburg
Roberto Mendoza, *Field Representative*

SOUTH CAROLINA

SOUTH CAROLINA COUNCIL ON HUMAN RELATIONS
1745 Sumter Street, Room 100
Columbia
Mrs. Alice N. Spearman, *Executive Director*

TENNESSEE

TENNESSEE COUNCIL ON HUMAN RELATIONS
2001 Division Street
Nashville

Louise Young, *Executive Director*

TEXAS

TEXAS COUNCIL ON HUMAN RELATIONS
8510 Ferris Street
Houston 35

Daniel Bowers, *Executive Director*

Membership:

900 individuals; 6 organizations.

Purpose and Activities:

To promote better human relations (especially Negro-white relations) through various educational programs and activities, of same nature as those of Southern Regional Council, and in cooperation with that organization.

Publications:

The Newsletter.

VIRGINIA

VIRGINIA COUNCIL ON HUMAN RELATIONS (1955)
216-C Broad-Grace Arcade Building
Richmond 19

Professional Personnel: 1

WASHINGTON

AMERICAN CIVIL LIBERTIES UNION OF WASHINGTON
Union Pacific Building
Seattle 4

David J. Smith, *Executive Director*

LOCAL PUBLIC

ARIZONA

Tucson

MAYOR'S COMMITTEE ON HUMAN RELATIONS (1956)
City Hall
Professional Personnel: 1
Robertson M. Fort, *Executive Secretary*

CALIFORNIA

Los Angeles

LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS (1944)
1851 South Westmoreland Avenue (6)
Professional Personnel: 4
John A. Buggs, *Executive Secretary*
Authorization:
Los Angeles County Board of Supervisors.
Membership: 25 commissioners appointed by the Board of Supervisors.
Purpose and Activities:
Community relations, elimination of discrimination in county employment, promotion of community organization for human relations.

Oakland

OAKLAND PUBLIC SCHOOLS
Education in Human Relations
1025 Second Avenue (6)
Dr. Bernice Baxter, *Director*

San Francisco

COMMISSION ON EQUAL EMPLOYMENT OPPORTUNITY
City Hall (2)

COLORADO

Denver

DENVER COMMISSION ON COMMUNITY RELATIONS (1948)
260 West Side Annex Building (4)
Professional Personnel: 3
Helen L. Burke, *Director*
L. M. Lopez, *Human Relations Counselor*
Mrs. Mary McLucas, *Human Relations Counselor*
Authorization:
City Council Ordinance.
Membership: 15 commissioners.
Publications:
Annual Report; Police Handbook.

CONNECTICUT

Hartford

COMMONWEALTH OF PUERTO RICO
Migration Division, Department of Labor
179 Allyn Street
Manuel Royo, *Field Representative*

New Haven

HUMAN RELATIONS ADVISER, CITY OF NEW HAVEN (1956)
177 Church Street (10)
Professional Personnel:
David Trask, *Human Relations Adviser*
Authorization:
By Executive Decree and approval of the Board of Aldermen. Appointed by Mayor for two years.
Membership:
5 individuals.

DISTRICT OF COLUMBIA

COMMISSIONERS' COUNCIL ON HUMAN RELATIONS (1958)
District Building, Room 208
Washington 4
Professional Personnel: 2
David A. Sawyer, *Executive Director*
Alma C. Scurlock, *Assistant Director*
Authorization:
Board of Commissioners.
Membership: 7 individuals.

ILLINOIS

Chicago

COMMISSION ON HUMAN RELATIONS
54 West Hubbard Street (10)
Frederick Pollard, *Assistant Director*

COMMITTEE ON HUMAN RELATIONS, CHICAGO PUBLIC SCHOOLS (1943)
228 North LaSalle Street, Room 854 (1)

Professional Personnel: 1

Dr. Annabel C. Prescott, *Director*

Authorization:

Chicago Board of Education.

Purpose and Activities:

Develop and direct human relations programs for Chicago public schools.

Publications:

Annual Report.

INDIANA

Gary

GARY FAIR EMPLOYMENT PRACTICE COMMISSION (1950)
Room 209, City Hall

Professional Personnel: 2

Edward E. Smith, *Executive Director*
Edward J. Evans, *Chairman of Commission*

Authorization:

Common Council.

Membership:

4 Commissioners.

Purpose and Activities:

To investigate and seek to adjust all complaints of unfair employment practices forbidden by ordinance; to formulate and carry out a comprehensive educational program designed to eliminate and prevent prejudice and discrimination based upon race, color, religion, age, national origin or ancestry.

Publications:

Annual Report.

IOWA

Des Moines

DES MOINES COMMISSION ON HUMAN RIGHTS AND JOB DISCRIMINATION (1951)
Armory Building
East First & Des Moines Streets

Professional Personnel:

Malcolm B. Higgins, *Executive Secretary*

Authorization:

City Council.

Membership:

9 Commissioners.

Purpose and Activities:

To prevent and eliminate discrimination because of race, color, religion, or national origin; to improve intergroup relations in all areas of community life — housing, employment, public accomodations, education, and recreation.

Publications:

Newsletter.

MARYLAND

Baltimore

BALTIMORE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (1957)
3rd Floor, People's Court Building
Fayette & Gay Streets (2)

Professional Personnel: 2

Philip A. Camponeschi, *Executive Secretary*
Murray Abramson, *Assistant Executive Secretary*

Purpose and Activities:

To administer Baltimore's Equal Employment Opportunity Ordinance #379 which prohibits discrimination in employment because of race, color, religion, national origin, or ancestry.

MASSACHUSETTS

Boston

CIVIC IMPROVEMENT COMMITTEE (1951)
Mayor's Office, City Hall
Professional Personnel: 1
James B. Mullin, *Executive Secretary*
Authorization:
Mayor.
Membership:
23 members, Executive Committee.
Purpose and Activities:
To help reduce racial tension and its cause; to prevent delinquency by coordinating activities of existing agencies into positive programs.

Brookline

COMMONWEALTH OF PUERTO RICO
Migration Division, Department of Labor
1368 Beacon Street, Room 116

Antonio del Rios, *Field Representative*

Cambridge

CAMBRIDGE CIVIC UNITY COMMITTEE (1945)
City Hall Annex
57 Inman Street (39)

Professional Personnel: 1

Carol M. Ritchie, *Acting Executive Director*

Membership:

35 individuals.

Purpose and Activities:

To investigate the causes of any intergroup tensions which may arise, and, in reporting to the City Manager, make suggestions designed to relieve or eradicate such disharmonies; to be alert to any discrimination against an individual citizen, whether in the way of educational opportunity, employment, housing, or for any other reason, and to persuade those often unwittingly prejudiced persons responsible for discrimination to practice instead American democratic ideals; to plan and execute educational programs designed to bring about the maximum degree of understanding and cooperation among all the various groups which make up the community.

MICHIGAN

Detroit

CITY OF DETROIT COMMISSION ON COMMUNITY RELATIONS (1943)
1106 Water Board Building
735 Randolph Street (26)

Professional Personnel: 8

Richard V. Marks, *Secretary-Director*
Beulah T. Whitby, *Assistant Director*

Authorization:

Common Council.

Membership:

15 Commission members.

Purpose and Activities:

To cooperate in informational programs designed to increase mutual understanding among residents; to receive and investigate claims and reports of tension, conflict, and practices of discrimination and to correct situations through negotiation and education; and to act in an advisory capacity in respect to city plans or departmental operations.

Publications:

Focus, quarterly; *Highlights*, monthly.

Grand Rapids

HUMAN RELATIONS COMMISSION (1955)
City Hall

Professional Personnel: 1

Ricardo Meana, *Executive Director*

Authorization:

Ordinance passed by City Commission.

Membership:

21 individuals.

Purpose and Activities:

To promote understanding among all groups, and to insure equality of treatment and opportunity to all persons.

MINNESOTA

Minneapolis

FAIR EMPLOYMENT PRACTICE COMMISSION (1947)
250 South Fourth Street (1)

Professional Personnel: 1

Louis H. Ervin, *Executive Director*

Authorization:

City Council.

Membership:

5 member commission appointed by Mayor.

Purpose and Activities:

To administer the city ordinance prohibiting discrimination in employment based upon race, religion or national origin.

Publications:

Annual Report and informational pamphlet.

St. Paul

ST. PAUL FAIR EMPLOYMENT PRACTICE COMMISSION (1956)
1700 City Hall and Court House (2)

Professional Personnel: 1

Daniel G. Jacobowski, *Executive Secretary*

Authorization:

Ordinance of City Council.

Membership:

5 individuals.

Purpose and Activities:

To administer law forbidding discrimination in employment, enforcement, and education.

Publications:

Anual Report; Newsletter, monthly, free.

MISSOURI

Kansas City

COMMISSION ON HUMAN RELATIONS (1951)
25th Floor, City Hall

Professional Personnel: 1

William Gremley, *Executive Secretary*

Authorization:

Ordinance by City Council.

Membership:

15 individuals appointed by Mayor.

Publications:

Annual Report; Monthly Report.

St. Louis

COUNCIL ON HUMAN RELATIONS (1950)
Room 200, Municipal Court Building
1320 Market Street

Professional Personnel: 2

W. J. DuFord, *Commissioner*
C. E. Stovall, *Executive Secretary*

NEW JERSEY

Elizabeth

ELIZABETH COMMISSION ON HUMAN RELATIONS (1949)
Mayor's Office, City Hall

Herbert Greenberg, *Director*

Authorization:

State Law.

Membership:

13 individuals.

Purpose and Activities:

To develop educational programs to eliminate discrimination; to make recommendations to City Council.

Newark

MAYOR'S COMMISSION ON GROUP RELATIONS (1952)
Room 214 — City Hall
920 Broad Street

Professional Personnel: 2

Daniel S. Anthony, *Executive Director*
Walter D. Chambers, *Field Worker and Research Assistant*

Authorization:

Ordinance without enforcement powers.

Membership:

15 individuals.

Purpose and Activities:

To formulate and carry out educational programs that will aid in eliminating and preventing all types of prejudice and discrimination based on race, creed, color, national origin or ancestry.

Publications:

Bulletin, bi-monthly; *Annual Report*, free.

Paterson

PATERSON COMMISSION ON HUMAN RELATIONS (1949)
City Hall Annex (1)

Professional Personnel: 1

Benjamin A. Collier, *Executive Director*

Authorization:

Ordinance of the Board of Aldermen.

Membership:

7 Commissioners appointed by Mayor.

Purpose and Activities:

To provide an instrumentality through which the City of Paterson officially may encourage and bring about mutual understanding and respect by all groups in the city; to eliminate prejudice, intolerance, bigotry, discrimination and disorder, and to help give effect to the guarantee of equal rights for all assured by the Constitution and laws of the state.

NEW YORK

Buffalo

BOARD OF COMMUNITY RELATIONS (1945)
1502 City Hall (2)

Professional Personnel: 2

Robert A. Hoffman, *Executive Director*
Sister Pattie Ellis, C.W.C., *Assistant Director, Community Relations*

Authorization:

Ordinance of Common Council.

Membership:

15 individuals.

Purpose and Activities:

To eradicate or lessen those irritations which threaten social harmony; to promote amicable relations among racial, religious, and cultural groups of the city.

Publications:

Annual Report.

Elmira

MAYOR'S COMMITTEE ON HUMAN RELATIONS (1950)
Federation Building
Room 306

Mrs. Mildred S. Essick, *Executive Secretary*

Authorization:

Appointed by Mayor.

Membership:

226 individuals.

Purpose and Activities:

To assist in solving problems or incidents of discrimination against members of minority groups; to promote open doors in field of employment.

Middletown

COMMONWEALTH OF PUERTO RICO
Migration Division, Department of Labor
30 West Main Street

Manuel Collazo, *Field Representative*

New York City

CITY OF NEW YORK COMMISSION ON INTERGROUP RELATIONS
80 Lafayette Street (13)

Professional Personnel: 26

Dr. Frank S. Horne, *Executive Director*
Irving Goldaber, *Assistant Director*
Corienne R. Morrow, *Director, Housing Department*
Rhetta Arter, *Director, Research Department*
Wellington C. Beal, *Director, Compliance and Investigation Department*
Antonia Pantoja, *Director, Community Relations Department*
Evelyn Merson, *Acting Director, Public Relations Department*
Franz Staiger, *Administration Department*

Authorization:

Council resolution.

Purpose and Activities:

To foster mutual understanding and respect among all racial, religious and ethnic groups in the city of New York; to encourage equality of treatment for, and prevent discrimination against, any racial, religious or ethnic group or its members; to cooperate with governmental and non-governmental agencies and organizations having like or kindred functions; and to make such investigations and studies in the field of human relations as in the judgment of the commission will aid in effectuating its general purposes.

Publications:

Newsletter, bi-monthly; various research reports at irregular intervals. All publications free.

COMMONWEALTH OF PUERTO RICO
Migration Division, Department of Labor
322 West 45th Street (36)

Joseph Monserrat, *New York City Regional Director*

Rochester

COMMONWEALTH OF PUERTO RICO
Migration Division, Department of Labor
39 State Street

Gabriel Vilar, *Field Representative*

Syracuse

RELOCATION OFFICE, OFFICE OF URBAN RENEWAL OF THE CITY OF SYRACUSE (1955)
211 East Water Street (2)

Professional Personnel: 3

William M. Chiles, *Director*

Authorization:

Mayor.

Membership:

3 individuals.

Purpose and Activities:

Relocation of families displaced by governmental action.

OHIO

Cincinnati

MAYOR'S FRIENDLY RELATIONS COMMITTEE (1944)
105 City Hall (2)

Professional Personnel: 3

Marshall Bragdon, *Executive Director*
Mrs. Virginia Coffey, *Assistant Director*

Authorization:

Council resolution.

Membership:

Up to 30 on Board; up to 120 on the General Committee.

Purpose and Activities:

General intergroup work, mostly consultative and educational; working with officials, schools, churches, social agencies, and other organizations.

Publications:

Annual Report; 11 monthly reports.

Cleveland

COMMUNITY RELATIONS BOARD (1945)
320 C.T.S. Building
1404 East 9th Street (14)

Professional Personnel: 8

C. W. Hawkins, *Acting Director*
Mrs. Eleanor K. Caplan, *Research Director*
K. C. Jones, Jr., *Education Director*
Mrs. Carriebell J. Cook, *Chief Field Investigator*

Authorization:

By ordinance.

Purpose and Activities:

To promote amicable relations among the racial and cultural groups within the community; to take appropriate steps to deal with conditions which strain relationships; to assemble, analyze and disseminate authentic and factual data relating to interracial and other intergroup relationships.

Publications:

Comment, quarterly, free.

Columbus

COMMUNITY RELATIONS DEPARTMENT (1957)
City Hall

Professional Personnel: 1

Roland G. Sunker, *Director of Community Relations Department*

Authorization:

Created by the Mayor, authorized by City Council.

Membership:

10 individuals.

Toledo

BOARD OF COMMUNITY RELATIONS
565 N. Erie Street (2)

Professional Personnel: 2

Frank W. Fager, *Executive Director*
Roburt Andre Dumas, *Assistant Director*

Youngstown

FAIR EMPLOYMENT PRACTICE COMMITTEE
City Hall

Professional Personnel: 1

Nathaniel R. Jones, *Executive Director*

PENNSYLVANIA

Erie

COMMUNITY RELATIONS COMMISSION (1954)
606 Commerce Building

Howard W. McKinney, *Executive Secretary*

Authorization:

City Council.

Membership:

7 individuals.

Purpose and Activities:

To administer FEP Ordinance and carry on educational program.

Publications:

Annual Report; Newsletter, monthly.

Philadelphia

COMMISSION ON HUMAN RELATIONS, CITY OF PHILADELPHIA (1951)
800 Commercial Trust Building
16 S. Broad Street (2)

Professional Personnel: 17

George Schermer, *Executive Director*
Burton I. Gordin, *Deputy Director*
Lary Groth, *Supervisor of Community Relations*
J. D. Clark, *Supervisor of Housing*
James E. Williams, *Supervisor, Public Law and Employment*
Robert Thomas, *Informational Writer*

Authorization:

Home Rule Charter.

Membership:

9 individuals appointed by Mayor.

Purpose and Activities:

To administer and enforce Fair Employment Practices Ordinance and all statutes and ordinances prohibiting discrimination against persons because of race, religion or national origin; to institute and conduct educational programs which will promote equal treatment, equal opportunity and understanding among persons and groups of different races, religions and national origins.

Publications:

Quarterly Bulletin; Currents in Housing; Inside Facts, free.

Pittsburgh

COMMISSION ON HUMAN RELATIONS (1955)
518 City County Building

Professional Personnel: 6

George W. Culberson, *Executive Director*
Louis Mason, Jr., *Deputy Director*

Authorization:

City Ordinance.

Purpose and Activities:

To eliminate discrimination in the social, cultural and economic life of the city.

Publications:

Human Relations Review.

WISCONSIN

Milwaukee

COMMISSION ON HUMAN RIGHTS (1944)
811 North Broadway (2)

Professional Personnel: 1

Corneff Taylor, *Secretary*

Authorization:

Common Council action.

Membership:

30 individuals.

Purpose and Activities:

Conducts studies and investigations and advises the municipal government with respect to the existence of discrimination or alleged violation of rights because of race, creed or national origin.

Publications:

Newsletter, bi-monthly; *Annual Report.*

LOCAL PRIVATE

ALABAMA

Birmingham

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
927-8 Comer Building (3)

Robert R. Christie, *Director*

ARIZONA

Phoenix

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
302 Central and Washington Building

Jonathan Douglas Foster, *Director*

URBAN LEAGUE (1945)
1515 East Osborn Road (12)

Alton W. Thomas, *Executive Director*

Tucson

JEWISH COMMUNITY COUNCIL
102 North Plumer Street

Benjamin N. Brook, *Executive Director*

ARKANSAS

Little Rock

URBAN LEAGUE OF GREATER LITTLE ROCK (1937)
914 Gaines Street

H. L. Tyson, *Executive Secretary*

CALIFORNIA

Los Angeles

AMERICAN JEWISH COMMITTEE (1945)
590 North Vermont Avenue, Room 211 (4)

Frederick A. Schreiber, *Area Director*

COMMUNITY RELATIONS CONFERENCE OF SOUTHERN CALIFORNIA (1947)
1205 West Jefferson Blvd. (7)

Professional Personnel: 2

George L. Thomas, *Executive Director*
Jean Lightfoot, *Assistant Director; Editor, Community Reporter*

Membership:

3,000 individuals; 64 organizations.

Purpose and Activities:

To coordinate the activities of the several intergroup agencies in this area and to further human understanding wherever possible.

Publications:

Community Reporter, 6 issues per year, $5.00.

EPISCOPAL DIOCESE OF LOS ANGELES
Department of Christian Social Relations
1127 Wilshire Boulevard (17)

Canon Richard Lief, *Director*

FELLOWSHIP OF RECONCILIATION
1205 West Jefferson Blvd. (7)

Wilson Riles, *Executive Secretary*

JAPANESE AMERICAN CITIZENS LEAGUE
Los Angeles County Coordinating Council
258 East First Street (12)

Fred Takata, *Director*

JEWISH FEDERATION — COUNCIL OF GREATER LOS ANGELES
590 North Vermont Avenue (4)

Community Relations Committee:

Professional Personnel: 3

Joseph Roos, *Executive Director*
Zane Meckler, *Assistant Director*
Lawrence Lucks, *Assistant Director*

Purpose and Activities:

To work toward achievement of complete integration; to work against discrimination, intolerance and bigotry; and to coordinate the local work of all Jewish human relations agencies.

Personnel Relations Bureau:

Professional Personnel: 1

Murray A. Lewis, *Executive Director*

Purpose and Activities:

To combat employment discrimination and to foster the principle and practice of merit employment.

LOS ANGELES CENTRAL LABOR COUNCIL
Committee on Human Rights
536 Maple Avenue

Max Mont, *Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
3335 Wilshire Boulevard, Suite 202 (5)

Jacob H. Cunningham, *Director, and Director of Community Organizations*
James Rex Smith, *Associate Director, Religious Organizations*
Dr. Marjorie Helen Bond, *Associate Director, Educational Organizations*

SOUTHERN CALIFORNIA BAPTIST CONVENTION
Department of Christian Community Concerns
427 West 5th Street, Room 500 (13)

June Taylor, *Director*

URBAN LEAGUE OF LOS ANGELES (1921)
3839 South Western Avenue (62)

Wesley R. Brazier, *Executive Director*
Joseph W. Walker, *Program Director*
Rossie O. Elliott, *Health and Welfare Director*
Ezell R. Brown, *Vocational Service Secretary*
Leon Mosby, Jr., *Field Secretary*

Oakland

INTERNATIONAL INTERRACIAL FELLOWSHIP COMMISSION (1957)
375 Bellevue Avenue,
Box 4338, Bayshore Station

Professional Personnel: 1

Mrs. Jesse H. Parker, *Director*

Membership:

19 Commissioners.

Purpose and Activities:

Intercultural, interracial work with Indian Americans, Spanish-speaking peoples, Asians, overseas students and migrant workers. Race relations; legislation. Works in cooperation with American Baptist Home Mission Societies.

JEWISH COMMUNITY RELATIONS COUNCIL (1938)
3245 Sheffield Avenue (2)

Professional Personnel: 1

Louis J. Segel, *Executive Secretary*

Membership:

28 individuals and local chapters of various Jewish organizations.

Purpose and Activities:

To represent the Jewish East Bay Communities in their relationships with other community groups.

Publications:

2 columns in JWF *Record* issued monthly except July and August. No cost to readers.

Palo Alto

PALO ALTO FAIR PLAY COUNCIL (1945)
180 University Avenue

Professional Personnel: 1

Elsa Alsberg, *Executive Director*

Membership:

300 individuals; 5 organizations.

Purpose and Activities:

To work in a democratic manner for equal rights and fair opportunities for all people, regardless of race, color, creed, or national origin.

Publications:

Newsletter, 6 issues per year.

Redwood City

AMERICAN FRIENDS SERVICE COMMITTEE
2395 Broadway

Leonard Menard, *San Mateo Community Relations Secretary*

Sacramento

JEWISH COMMUNITY COUNCIL OF SACRAMENTO AND SUPERIOR CALIFORNIA
505 California Fruit Building (14)

Charles T. Shafrock, *Executive Director*

San Diego

COMMUNITY RELATIONS COUNCIL OF SAN DIEGO (1949)
4079 — 54th Street (5)
Professional Personnel: 1

Louis Lieblich, *Executive Secretary*

Membership:

11 organizations.

Purpose and Activities:

Combat anti-Semitism and undemocratic actions; work with others in human relations.

SAN DIEGO URBAN LEAGUE, INC. (1953)
333 Plaza Building, Suite 206-7-8 (1)

Percy H. Steele, Jr., *Executive Director*

San Francisco

COUNCIL FOR CIVIC UNITY OF SAN FRANCISCO (1944)
437 Market Street (5)

Frank Quinn, *Executive Director*

Membership:

1,129 individuals; 37 organizations.

Purpose and Activities:

The Council, a voluntary association, seeks to: promote equality of right and opportunity free from racial or religious discrimination; remedy restrictive practices affecting minority groups and individuals; improve intergroup relations, with special attention to main sources of misunderstanding, injustice, and tension; and so build a better community for all. The Council program also includes extensive public information, education, research, speaking, consultation, planning, and trouble-shooting services. Service is rendered, as far as possible, to other Bay Area communities. Major program activity is the Housing Opportunities Program.

LABOR COMMITTEE TO COMBAT INTOLERANCE
2940 Sixteenth Street (3)

William Becker, *Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
815 Central Tower
703 Market Street (3)

Karl B. Justus, *Director*
Dr. Watt A. Long, *Director of Education*
Edward J. Harris, *Director, Public Relations*

SAN FRANCISCO JEWISH COMMUNITY RELATIONS COUNCIL (1939)
40 First Street (5)
Professional Personnel: 2

Eugene B. Block, *Executive Director*
Earl Raab, *Associate Director*

Membership:

85 individuals.

Purpose and Activities:

Community relations — an ongoing program to uphold the rights of all citizens, regardless of race or creed.

SAN FRANCISCO URBAN LEAGUE (1946)
2015 Steiner Street (15)

Seaton W. Manning, *Executive Director*
Mrs. Jacqueline M. Smith, *Community Relations Secretary*
Kenneth F. Smith, *Supervisor*
Arthur J. Bradford, *Industrial Relations Secretary*

San Jose

AMERICAN FRIENDS SERVICE COMMITTEE
Santa Clara County Office
211 Porter Building
57 East Santa Clara Street

COLORADO

Denver

ALLIED JEWISH COMMUNITY COUNCIL
400 Kittredge Building (2)

Nathan Rosenberg, *Executive Director*

URBAN LEAGUE OF DENVER (1946)
314 Fourteenth Street (2)

Sebastian C. Owens, *Executive Secretary*
Philip Winkfield, *Associate Director*
W. Hampton McKinney, *Industrial Secretary*
Donald Addison, *Community Services Secretary*

CONNECTICUT

Bridgeport

BRIDGEPORT INTER-GROUP COUNCIL, INC. (1947)
460 Washington Avenue (4)

Frank J. Corbett, *Executive Director*

BRIDGEPORT JEWISH COMMUNITY COUNCIL (1947)
360 State Street

Professional Personnel: 1

Mrs. Clara Stern, *Director*
Mrs. Dorothy Beck, *Community Relations Committee*

Membership:

60 individuals; 8 organizations.

Purpose and Activities:

To develop a community climate wherein Jews and non-Jews can live comfortably as neighbors: by coordinating the actions and programs of groups such as public schools, church groups, civic clubs, etc., in behalf of good intergroup relations; by developing in Jews a better understanding of their responsibility to the general community — and what each of them can do to improve human relations; by establishing clearing house and coordinating public statements affecting the Jewish community; by taking positive action against discrimination and adverse propaganda.

GREATER BRIDGEPORT CIVIL RIGHTS COMMITTEE
P. O. Box 924

Leonard Bright, *Chairman*

Hartford

HARTFORD JEWISH FEDERATION
74 Niles Street (5)

Bernard Gottlieb, *Director*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
983 Main Street (3)

Charles C. Benham, *Director*

New Haven

NEW HAVEN JEWISH COMMUNITY COUNCIL (1938)
152 Temple Street (10)

Professional Personnel: 2

Benjamin N. Levy, *Executive Director*
Stanley Leibner, *Assistant Director*

Membership:

75 organizations.

Purpose and Activities:

The protection and enhancement of equal rights and opportunities, and the fostering of conditions that contribute toward the vitality of Jewish living; concern for the status of the Jewish group and the interpretation to the community at large of the values and needs of the Jews as individuals and as a group.

Stamford

STAMFORD COMMUNITY COUNCIL
77 South Street

Bertram A. Weinert, *Executive Director*

Waterbury

JEWISH FEDERATION OF WATERBURY (1936)
108 Bank Street

Professional Personnel: 1

Ralph Segalman, *Executive Director*

Membership:

5,000 individuals; 38 organizations.

Purpose and Activities:

Program of services to local Jewish community and others.

Publications:

Jewish Community Bulletin.

DELAWARE

Wilmington

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1011 Washington Street (1)

Elmer Paul Brock, *Director*

DISTRICT OF COLUMBIA

Washington

JEWISH COMMUNITY COUNCIL OF GREATER WASHINGTON (1938)
1420 New York Avenue, N.W. (5)

Professional Personnel: 2

Isaac Franck, *Executive Director*

Membership:

109 organizations.

Purpose and Activities:

To help maintain the dignity and integrity of Jewish life; to develop an articulate and intelligent public understanding of Judaism and Jewish community life; to help in promoting mutual understanding with the non-Jewish population; to help safeguard and defend the rights of the Jewish people; and to safeguard and defend the civil rights of all people.

Publications:

Occasional newsletter, and annual proceedings of Election Meeting.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
100 Massachusetts Avenue, N.W.

Clarence Mitchell, *Director*
J. Francis Pohlhaus, *Counsel*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
Southern Building (302)
1425 "H." Street, N.W. (5)

Russell L. Bradley, *Director*
Marjorie J. Rank, *Associate Director*

WASHINGTON FELLOWSHIP HOUSE (1944)
945 "L." Street, N.W. (1)

Professional Personnel: 3

Joan Ohrenstein, *Executive Director*
Mrs. Abby Hadley, *Office Manager*
James Lacy, *Workcamp Director*

Purpose and Activities:

To help create communities where prejudice and discrimination give way to opportunity and equal rights for all. Various projects to implement purpose.

Publications:

Newsletter, monthly.

WASHINGTON URBAN LEAGUE (1938)
602 "K." Street, N.W.

Sterling Tucker, *Executive Director*
Samuel K. Nabinet, *Vocational Services Secretary*

FLORIDA

Jacksonville

JACKSONVILLE URBAN LEAGUE, INC.
109 East Union Street, Room #1

Junius A. Bowman, *Executive Secretary*

Miami

DADE COUNTY COUNCIL ON COMMUNITY RELATIONS
213 N. E. 2nd Avenue (32)

Rev. William K. Williams, *Executive Secretary*

GREATER MIAMI URBAN LEAGUE
395 N. W. 1st Street, Room 209 (36)

H. Daniel Lang, *Executive Director*
H. Allen Wheatley, Jr., *Vocational Service Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
305-6 Calumet Building
10 N. E. 3rd Avenue (32)

Max Karl, *Director*

Orlando

CENTRAL FLORIDA JEWISH COMMUNITY COUNCIL
529 East Church Street

Aaron D. Aronson, *Executive Secretary*

Tampa

TAMPA URBAN LEAGUE
1615 Lamar Avenue (2)

Arthur D. Allen, *Executive Secretary*
Randolph C. Kendall, Jr., *Community Relations Secretary*
Estella Jenkins, *Welfare Secretary*

GEORGIA

Atlanta

AMERICAN JEWISH COMMITTEE
Kemper Building
41 Exchange Place, S.W. (3)

Charles Wittenstein, *Director*

ATLANTA JEWISH COMMUNITY COUNCIL
Kemper Building
41 Exchange Place, S.W. (3)

Edward M. Kahn, *Executive Director*

ATLANTA URBAN LEAGUE (1920)
239 Auburn Avenue, N.E. (3)

Mrs. Grace T. Hamilton, *Executive Director*
R. A. Thompson, *Associate, Housing*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1115 First National Bank Building (3)

Marjorie McLachlan, *Director*

ILLINOIS

Chicago

AMERICAN JEWISH CONGRESS, CHICAGO COUNCIL
189 West Madison Street (2)

Joseph Minsky, *CLSA Director*

ARCHDIOCESE OF CHICAGO
Spanish-Speaking Catholic Action
645 West Randolph Street

Lester Hunt, *Coordinator*

BUREAU ON JEWISH EMPLOYMENT PROBLEMS
22 West Monroe Street (3)

William Karp, *Executive Director*

Purpose and Activities:

To find and end discriminatory job practices in industry, labor unions and government; to advance merit employment through education, research, and cooperation with other organizations.

CARDINAL'S COMMITTEE FOR THE SPANISH SPEAKING (1956)
1647 West Roosevelt Road (8)

Professional Personnel: 11

Rev. Gilbert A. Carroll, *Coordinator*
Rev. Leo Mahon, *Assistant Coordinator*

Purpose and Activities:

To promote the spiritual, social, economic welfare of the Spanish-speaking in the Archdiocese of Chicago.

CATHOLIC INTERRACIAL COUNCIL OF CHICAGO (1950)
21 West Superior Street (10)

Professional Personnel: 3

Lloyd Davis, *Executive Director*
Mathew H. Ahmann, *Assistant Director*
Albert L. Nellum, *Schools Consultant*

Membership:

600 individuals.

Purpose and Activities:

Through conciliatory measures, the Council acts to end discrimination against minority groups in employment, housing, education, schools, and hospitals.

Publications:

Newsletter, monthly, free.

CHICAGO BAPTIST ASSOCIATION (1935)
19 South LaSalle Street (3)

Esther Davis, *Christian Friendliness Missionary — Director*

CHICAGO URBAN LEAGUE
2410 South Michigan Avenue (16)

Edwin C. Berry, *Executive Director*
Ted Cobb, *Community Services Director*
Raphael O. Lewis, *Employment and Guidance Director*
Olivia W. Filerman, *Research Specialist*
June Cook, *Research Specialist*
A. J. Prejean, *Project Specialist*
Howard D. Roberts, *Community Service Specialist*
Ed Holmgren, *Community Service Specialist*
Frayser T. Lane, *Information and Referrals Specialist*
Raymond McCann, *Acting Public Education Secretary*
Bettye Jayne Everett, *Financial Council Specialist*

CHINESE AMERICAN CIVIC COUNCIL (1951)
109 North Dearborn Street, Suite 401 (2)

Harry Tom, *President*
Helen Wong Jean, *Secretary*

Membership:

1,400 individuals.

Purpose and Activities:

To foster better citizenship, to provide objective and factual information about Chinese Americans, to conduct intercultural tours, and to pursue other civic and welfare activities. Service extends to state-wide and Midwest regional activity.

Publications:

Chinese American Progress, 4 issues a year, free to members and contributors.

FRIENDSHIP HOUSE
4233 South Indiana Avenue (53)

Mary Dolan, *Director*

GREATER LAWNDALE CONSERVATION COMMISSION (1954)
3152 W. Roosevelt Road (12)

Professional Personnel: 4

Julio Vivas, *Executive Director*
Raymond Carlyle, *Public Relations*
William E. Bonner, *Housing and Zoning*
Juliette Buford, *Community Relations Director*

Membership:

750 individuals and companies.

Purpose and Activities:

To create a desirable community. Activities include community relations, public relations, and housing code enforcement.

Publications:

News Notes, 12 issues per year, free.

HYDE PARK—KENWOOD COMMUNITY CONFERENCE (1949)
1307 East 53rd Street (15)

Professional Personnel: 6

Harry P. Bovshow, *Executive Director*
Barbara O'Connor, *Block Director*
Yaffa Draznin, *Projects Director*
Ozzie Badal, *Director, Building and Zoning*
Earl Madansky, *Director, Real Estate Program*

Membership:

3,500 individuals.

Purpose and Activities:

To maintain an interracial community of high standards.

Publications:

Newsletter, 10 issues per year. *Community Directory*.

JAPANESE AMERICAN SERVICE COMMITTEE OF CHICAGO (1946)
1110 N. LaSalle Street (10)

Professional Personnel: 2

Kenji Nakane, *Executive Director*
Haruko Kanemoto, *Assistant to Director*

Membership:

1,000 individuals; 4 affiliated organizations.

Purpose and Activities:

To help Japanese Americans and other "newcomers" become an integral part of the larger community.

JEWISH FEDERATION
231 South Wells Street (4)

Samuel A. Goldsmith, *Executive Director*

JEWISH LABOR COMMITTEE (1933)
Room 1017
127 North Dearborn Street (2)

Aaron Aronin, *Field Representative*

MEXICAN AMERICAN COUNCIL
Hull House
800 South Halsted Street

Rachel Marquez, *Executive Director*

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
Room 10-11, 3856 South Parkway

Rev. Carl Fugua, *Executive Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
203 North Wabash Avenue (1)
Earl S. Kalp, *Director*
Edward G. Olsen, *Associate Director*
John J. Reinecke, *Associate Director*

East St. Louis

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
Southern Illinois Board
214 Broadview Hotel
Mrs. Dora E. Burner, *Director*

Peoria

CARVER COMMUNITY CENTER
715 Spencer Street
Henry Harper, *Director*

JEWISH COMMUNITY COUNCIL (1948)
Community Relations Committee
245 North Perry Street
Professional Personnel: 1
Membership:
7 appointed members; 12 organizations.
Purpose and Activities:
To promote full equality among all the citizens of this community.

Rockford

JEWISH COMMUNITY BOARD
1502 Parkview Avenue, Room 617
Allen Bloom, *Executive Director*

Springfield

SPRINGFIELD URBAN LEAGUE (1926)
234 South 15th Street
G. B. Winston, Sr., *Executive Secretary*

INDIANA

Anderson

ANDERSON URBAN LEAGUE (1926)
1100 West 14th Street
William B. Harper, *Executive Director*
Charles E. Johnson, *Recreation Director*
Mrs. Earline Falker, *Girls' Secretary*

Evansville

JEWISH COMMUNITY COUNCIL
100 Washington Avenue (13)
Rabbi Martin B. Ryback, *Executive Secretary*

Fort Wayne

FORT WAYNE URBAN LEAGUE (1920)
436 East Douglas Avenue (2)
Robert E. Wilkerson, *Executive Secretary*
Albert B. Coleman, *Community Organization Secretary*
Kenneth Truman Matthews, *Industrial Relations Secretary*

Gary

URBAN LEAGUE OF GARY
1649 Broadway, Suite 309
Clifford E. Minton, *Executive Director*
Perry A. Taylor, *Community Services Secretary*
Charles C. Graves, Jr., *Vocational Services Secretary*

Indianapolis

INDIANAPOLIS AND INDIANA JEWISH COMMUNITY RELATIONS COUNCILS
615 North Alabama Street (4)
Irving Levine, *Executive Director*

Marion

MARION URBAN LEAGUE
P. O. Box 104
Comer Cox, *Executive Secretary*
Clarence L. Hicks, Jr., *Group Work Secretary*

South Bend

JEWISH COMMUNITY COUNCIL OF ST. JOSEPH COUNTY
308 Platt Building (1)
Bernard H. Natkow, *Executive Director*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
128 Franklin Place (1)

SOUTH BEND URBAN LEAGUE
724 Western Avenue

Dennis Dowdell, *Executive Director*
Ida G. Mitchum, *Group Activities Director*

IOWA

Des Moines

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
310 Empire Building
Sixth and Walnut Streets (9)

Lloyd H. Olson, *Director*

KANSAS

Wichita

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
220½ North Market Street

Robert M. Jones, *Director*

WICHITA URBAN LEAGUE
1428 East 10th Street (14)

Sidney H. Alexander, Jr., *Executive Director*

KENTUCKY

Louisville

CONFERENCE OF JEWISH ORGANIZATIONS (1934)
702 Marion E. Taylor Bldg. (2)

Professional Personnel: 2

Clarence F. Judah, *Executive Director*
Alexander W. Erlen, *Community Coordinator*

Membership:

38 members at large; 35 organizations.

Purpose and Activities:

Fund raising, community planning, and community relations.

LOUISVILLE URBAN LEAGUE
608 West Walnut Street (3)

Charles T. Steele, *Executive Director*
Henry L. Catchings, *Industrial Secretary*
Marian T. Hodge, *Community Organization Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
703 Republic Building (2)

Frank Magrath, *Director*

LOUISIANA

New Orleans

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
610 International Building
611 Gravier Street (12)

Joseph P. Murphy, *Director*

URBAN LEAGUE OF GREATER NEW ORLEANS, INC. (1938)
504 Carondelet Street (12)

J. Harvey Kerns, *Executive Director*
William Goosby, *Industrial Relations Secretary*
John Hendrix, *Community Organization Secretary*

MAINE

Bangor

JEWISH COMMUNITY COUNCIL
28 Somerset Street

Milton Lincoln, *Executive Director*

MARYLAND

Baltimore

BALTIMORE FELLOWSHIP
21 West Preston Street (1)

Charles Culbertson, *Director*

BALTIMORE JEWISH COUNCIL
1228 Mathieson Bldg. (2)

Leon Sachs, *Director*

BALTIMORE URBAN LEAGUE (1924)
2404 Pennsylvania Avenue (17)

Furman L. Templeton, *Executive Secretary*
Marvin E. Jones, *Vocational Services Secretary*
David L. Glenn, *Secretary, Community Services*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
514 Keyser Building (1)

Nathan R. Jerald, *Director*
Donald Lombardi, *Associate Director*

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
1234 Druid Hill Avenue

Cortez M. Puryear, *Executive Secretary*

MASSACHUSETTS

Boston

INTERNATIONAL INSTITUTE (1924)
190 Beacon Street (16)

Professional Personnel: 6

Mrs. Pauline Gardescu, *Executive Director*
Katherine L. Haviland, *Activities Director*

Membership:

800 individuals; 10 organizations.

Purpose and Activities:

A non-sectarian social work agency to help the new immigrant find his rightful place in the United States through helping with personal problems and with technical questions of immigration, naturalization and allied subjects.

Publications:

The Beacon, 10 issues per year, $1.00, free to members.

JEWISH COMMUNITY COUNCIL OF METROPOLITAN BOSTON (1944)
72 Franklin Street (10)

Professional Personnel: 1

Robert E. Segal, *Executive Director*

Membership:

25 organizations.

Purpose and Activities:

To help maintain the dignity and integrity of Jewish life, through the following activities:

To formulate and execute plans and policy on community relations matters for and in behalf of the Jewish community of Metropolitan Boston; to represent the Jewish community in programs of non-sectarian community or public groups aimed at improving intergroup relationships and protecting minority rights; to coordinate the work of member agencies in the fields of civil rights and community relations; to encourage cooperation and promote harmony among Jewish organizations in Metropolitan Boston; and to study and report upon misleading practices in fund solicitations directed, at least in part, to members of the Jewish community.

LABOR COMMITTEE FOR HUMAN RIGHTS
27 School Street (8)

Julius Bernstein, *Field Representative*

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
451 Massachusetts Avenue

Edward L. Cooper, *Executive Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
73 Tremont Street
Room 318 (8)

Francis E. McElroy, *Director*
Jacke E. Harris, *Associate Director*

URBAN LEAGUE OF GREATER BOSTON (1919)
14 Somerset Street (8)

J. Westbrook McPherson, *Executive Director*
Otis E. Finley, *Industrial Relations Secretary*

Cambridge

INTERNATIONAL STUDENT ASSOCIATION OF GREATER BOSTON (1941)
33 Garden Street (38)

Professional Personnel: 5

John F. Reichard, *Executive Director*
Catherine Alfred, *Community Program Director*

Membership:

1,000 participating members; 1,000 contributors.

Purpose and Activities:

To provide a center for foreign students of differing races, religions, and nationalities which functions as a home, a meeting place, a social and orientation center; a varied program so that both foreign and American students can meet and know each other, the community, and the country.

Publications:

Activities bulletins, alumni newsletters, program announcements.

Lawrence

JEWISH COMMUNITY COUNCIL OF GREATER LAWRENCE
580 Haverhill Street
Mark Mazel, *Executive Director*

Pittsfield

JEWISH COMMUNITY COUNCIL
235 East Street
Herman Shukovsky, *Executive Director*

Roxbury

FREEDOM HOUSE, INC. (1949)
14 Crawford Street (21)

Professional Personnel: 3

Otto Phillip Snowden, *Executive Director*
Mrs. Muriel S. Snowden, *Associate Director*
Mrs. Irene Yates, *Play School Director*

Membership:

352 individuals.

Purpose and Activities:

A non-sectarian, non-profit, interracial civic center for the metropolitan Boston area seeking to help provide and maintain a healthy community enrivonment where youngsters and adults meet in an atmosphere of mutual respect and understanding in a year-round program with emphasis on brotherhood in action; attempting to preserve the upper Roxbury area as a desirable place to live by teaching good citizenship, pride of community and respect for neighbors. Freedom House has sponsored meetings of youth and adult representatives of all major faiths, initiated intercultural programs, provided meeting headquarters for numerous civic and social groups, and organized a local block unit program to develop leadership and citizen participation in a conservation-rehabilitation aspect of urban renewal.

Springfield

JEWISH COMMUNITY COUNCIL
1160 Dickinson Street
Benjamin Wolf, *Executive Director*

URBAN LEAGUE OF SPRINGFIELD
P. O. Box 265, Highland Station
Alexander B. Mapp, *Executive Director*
Howard L. Edmonds, *Director, Dunbar Center*
Inez C. Evans, *Community Relations Secretary*

MICHIGAN

Detroit

DETROIT COUNCIL OF CHURCHES
65 East Columbia Street (1)
Rev. Chenoweth J. Watson, *Director, Social Service Department*

DETROIT URBAN LEAGUE
208 Mack Avenue (1)
John C. Dancy, *Executive Director*
Francis A. Kornegay, *Assistant Executive Director*
Ernest L. Brown, Jr., *Vocational Service Director*
William J. Brown, *Assistant, Vocational Service Department*
Eleanor I. Barnwell, *Assistant, Vocational Service Department*
William L. Price, *Director of Community Service*
G. Nelson Smith, *Assistant, Community Service Department*
Lovell E. Jones, *Assistant, Community Service Department*

INTERNATIONAL INSTITUTE
111 East Kirby Street
Mrs. Alice Sickels, *Director*

JEWISH COMMUNITY COUNCIL OF METROPOLITAN DETROIT (1937)
163 Madison Avenue, Suite 225

Professional Personnel: 4

Boris M. Joffe, *Executive Director*
Walter Klein, *Associate Director*
Joseph Edelman, *Director of Internal Relations and Culture*
Dr. Abraham F. Citron, *Director, Research and Community Relations*

Membership:

336 organizations.

Purpose and Activities:
To help maintain the dignity and integrity of Jewish life; to develop and articulate intelligent and effective public opinion on Jewish problems and interests; to coordinate, insofar as possible, the activities of the various segments of the Jewish Community of Metropolitan Detroit, and, whenever advisable, to cooperate with other agencies; to promote and advance the cultural, social, economic, philanthropic and national and spiritual interests of the Jewish people; to cooperate with other agencies for mutual understanding with the non-Jewish population; to help safeguard and defend the civil, political, economic, and religious rights of the Jewish people, wherever such rights are in jeopardy; and to encourage the amicable adjustment of differences between individuals and/or organizations, by providing the appropriate machinery for conciliation and arbitration.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
606 East Vernor Highway (1)

Arthur L. Johnson, *Executive Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
150 West Boston Boulevard (2)

Robert M. Frehse, *Director*
Mrs. Sara H. Colvin, *Associate Director of Program and Education*

Flint

FLINT JEWISH COMMUNITY COUNCIL (1936)
808 Sill Building

Professional Personnel: 1

Irving L. Geisser, *Executive Director*

Membership:

15 organizations.

Purpose and Activities:

Philanthropic, educational, social welfare.

URBAN LEAGUE OF FLINT
200 East Kearsley Street (2)

Arthur J. Edmunds, *Executive Secretary*
James H. Mason, *Industrial Relations Secretary*
Frank J. Hutchings, Jr., *Community Relations Secretary*

Grand Rapids

GRAND RAPIDS URBAN LEAGUE & BOROUGH COMMUNITY ASSOCIATION (1943)
164 Ottawa Avenue, N.W. (6)

Paul Phillips, *Executive Secretary*

Muskegon

URBAN LEAGUE OF GREATER MUSKEGON (1949)
1260 Jefferson Street

William W. Layton, *Executive Secretary*
Mary E. C. Gregory, *Community Organization Secretary*

Pontiac

URBAN LEAGUE OF PONTIAC
132 Franklin Boulevard

Everett C. Spurlock, *Executive Secretary*
Thomas H. Massey, *Vocational Service Secretary*

MINNESOTA

Duluth

JEWISH FEDERATION AND COMMUNITY COUNCIL OF DULUTH (1938)
416 Fidelity Building (2)

Professional Personnel: 1

Membership:

550 individuals; 20 organizations.

Purpose and Activities:

Planning and coordination of social services, community relations activities, fund raising, and budgeting.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
313 Bradley Building
10 East Superior Street (2)

Minneapolis

GREATER MINNEAPOLIS INTER-FAITH FAIR HOUSING PROJECT
220 Walker Building
803 Hennepin Avenue

Professional Personnel: 1

James A. Tillman, Jr., *Executive Director*

Membership:

40 individuals.

Purpose and Activities:

To work for open occupancy in housing for all people.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
700 National Building (2)

Perry S. Lusk, *Director*
Viola Kanatz, *Program Associate*

MINNEAPOLIS URBAN LEAGUE
510 Northwestern Federal Building (3)

Robert L. Williams, *Executive Director*
Ashby U. Gaskins, *Vocational Service Director*

St. Paul

ST. PAUL URBAN LEAGUE (1923)
402 First Federal Building (1)

Ernest C. Cooper, *Executive Secretary*

MISSOURI

Kansas City

COMMUNITY RELATIONS BUREAU (1943) of the Jewish Federation and Council of Greater Kansas City
20 West 9th Street (5)

Professional Personnel: 1

Sidney Lawrence, *Director*

Membership:

35 members, representatives of Jewish organizations.

Purpose and Activities:

A standing committee and agency of the Jewish Federation and Council of Greater Kansas City in the field of community relations to develop the best possible relationships between Jewish and other groups, by directing its energies toward the strengthening and maintaining of equal rights and opportunities within the framework of American democracy; to work toward the elimination of anti-Semitism and group intolerance and for the development of favorable intergroup attitudes, for the promotion of equality of opportunity, and for the defense of religious liberty, civil liberty and civil rights; to develop coordinated policies and activities in the field of community relations. A servicing agency for Jewish and non-Jewish groups in this field, furnishing them with films, literature, program assistance, and material and services.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
916 Walnut Street (6)

Russell R. Rine, *Director*

URBAN LEAGUE OF KANSAS CITY (1920)
1020 McGee Street (6)

Lounneer Pemberton, *Executive Director*

St. Louis

JEWISH COMMUNITY RELATIONS COUNCIL (1938)
602 Fullerton Building (1)

Professional Personnel: 2

Myron Schwartz, *Executive Director*
Mrs. Thelma M. Abrams, *Assistant Director*

Membership:

11 organizations.

Purpose and Activities:

Program devoted to the field of intergroup relations — securing of equal rights and opportunities — human relations and intergroup education.

Publications:

Reports and bulletins at irregular intervals.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1615 Chemical Building (1)

Virgil L. Border, *Director*

URBAN LEAGUE OF ST. LOUIS (1918)
3017 Delmar Boulevard (3)
M. Leo Bohanon, *Executive Director*
William E. Douthit, *Industrial Relations Secretary*
J. Philip Waring, *Community Organization Secretary*
Frank Campbell, *Industrial Relations Counselor*
Marie W. Williams, *Industrial Relations Counselor*
Jean D. Thomas, *Vocational Guidance Counselor*

NEBRASKA

Omaha

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
607 Omaha Loan and Building Association Building (2)
Neil B. Danberg, *Director*

OMAHA URBAN LEAGUE (1927)
513 Karbach Block,
209 South 15th Street (2)
George H. Robinson, *Executive Secretary*
Sandy L. Perry, *Industrial Secretary*
Hugh Jackson, *Community Secretary*

NEW JERSEY

Bayonne

JEWISH COMMUNITY COUNCIL
1050 Boulevard
Barry Shandler, *Executive Director*

Camden

JEWISH COMMUNITY RELATIONS COUNCIL (1941)
Marlton Pike, Route 70 (10)
Bernard Dubin, *Executive Director*

Membership:
13 individuals; 23 organizations.

Purpose and Activities:
All phases of community relations work.

Elizabeth

EASTERN UNION COUNTY JEWISH COUNCIL
1034 East Jersey Street
Louis Kousin, *Executive Director*

ELIZABETH GOOD NEIGHBOR COUNCIL
8 West Jersey Street (4)

Professional Personnel: 1
Louis Kousin, *Acting Executive Secretary*

Membership:
400 individuals; 22 organizations.

Purpose and Activities:
To promote intercultural and intergroup understanding in the community of Elizabeth.

Publications:
Newsletter, monthly, free.

URBAN LEAGUE OF EASTERN UNION COUNTY (1944)
8 West Jersey Street (4)
Jesse A. Gibson, *Executive Secretary*
Walker A. Johnson, *Community Service Secretary*

Englewood

ENGLEWOOD URBAN LEAGUE, INC.
28 North Van Brunt Street

Morristown

MORRIS COUNTY URBAN LEAGUE
13 Speedwell Avenue
Paul Cooper, *Executive Director*

Newark

JEWISH COMMUNITY COUNCIL OF ESSEX COUNTY
Community Relations Committee (1945)
32 Central Avenue (2)

Professional Personnel: 2
Arnold Harris, *Executive Secretary*

Membership:
All welfare fund contributors.

Purpose and Activities:
To improve interfaith and interracial relations and to protect civil rights and civil liberties through social planning, education, legislation, and community action.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
790 Broad Street (2)
Howard J. Devaney, *Director*

URBAN LEAGUE OF ESSEX COUNTY
58 Jones Street (3)

James A. Pawley, *Executive Director*
Earl C. Johnson, *Industrial Relations Secretary*
A. O. Walker, *Industrial Relations Secretary*

New Brunswick

NEW BRUNSWICK URBAN LEAGUE (1946)
122 New Street

Eric B. Chandler, *Executive Secretary*
Alice J. Archibald, *Executive Assistant*

Passaic

JEWISH COMMUNITY COUNCIL OF PASSAIC-CLIFTON AND VICINITY
184 Washington Place

Max Grossman, *Executive Director*

Paterson

JEWISH COMMUNITY COUNCIL
390 Broadway (1)

Max Stern, *Executive Director*

Perth Amboy

JEWISH COMMUNITY COUNCIL
316 Madison Avenue

Martin E. Danzig, *Executive Director*

Plainfield

JEWISH COMMUNITY COUNCIL OF THE PLAINFIELDS
403 West 7th Street

Aaron Allen, *Executive Director*

Trenton

TRENTON COUNCIL ON HUMAN RELATIONS (1944)
142 West State Street (8)

Professional Personnel: 1

Jessamine B. Merrill, *Executive Director*

Membership:

625 individuals; 40 organizations.

Purpose and Activities:

To develop ways and means of fostering understanding among all groups and to obtain their cooperation in the building of a truly democratic community in which each shall share in the responsibilities and benefits. Work is carried on through committees in the following fields: civic problems, civil rights, education, employment, housing, police relations, Puerto Rican affairs, surveys and studies, workshop recruitment, youth projects.

Publications:

TCHR Reports, newsletter, 10 issues per year, subscription.

NEW MEXICO

Albuquerque

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1649 Kit Carson, S.W.

Mrs. Josephine Craig Coblentz, *Director*

NEW YORK

Albany

ALBANY INTER-RACIAL COUNCIL, INC. (1928)
2 North Lark Street

Professional Personnel: 8

Edward F. Kennell, *Executive Director*
J. Riche Coleman, *Program Director*

Membership:

500 individuals; 10 organizations.

Purpose and Activities:

To foster better race relations in the community.

ALBANY JEWISH COMMUNITY COUNCIL, INC.
90 State Street (7)

Edward Phillips, *Executive Director*

Binghamton

INTERRACIAL ASSOCIATION OF BINGHAMTON, NEW YORK, INC.
45 Carrol Street

C. R. Woodward, *Executive Director*

JEWISH FEDERATION OF BROOME COUNTY (1937)
155 Front Street

Professional Personnel: 1

Joseph M. Moseson, *Executive Director*

Membership:

850 individuals; 20 organizations.

Purpose and Activities:

To further the welfare of the Jewish community of Broome County by initiating and developing communal program in the fields of fund-raising, education and culture, anti-defamation activities, family and individual service, recreational and related communal services. To foster cooperation among all Jewish organizations interested in and engaged in the field of communal activity and to coordinate the activities of the constituent agencies of the Jewish Community Council of Broome County.

Publications:

Weekly newspaper (published with the Jewish Community Center).

Buffalo

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
Hotel Statler, Suite 36 (2)

Carl F. Zietlow, *Director*
Charles C. Gaul, *Assistant Director*

BUFFALO URBAN LEAGUE, INC.
155 Cedar Street (4)

William L. Evans, *Executive Director*
Theresa G. Evans, *Executive Assistant*
Jocelyn L. Lyman, *Director of Activities*
E. Vincent Suitt, *Director, Department of Industrial Relationss*

Elmira

COUNCIL OF JEWISH COMMUNAL LEADERSHIP
Federation Building

Mortimer Greenberg, *Executive Director*

Kingston

JEWISH COMMUNITY COUNCIL OF KINGSTON
265 Wall Street

Daniel Balsam, *Executive Director*

Lawrence

AMERICAN JEWISH CONGRESS
323 Central Avenue

A. Klugsberg, *Director*

New York City

AMERICAN JEWISH COMMITTEE
165 East 56th Street (1)

Louis Lempel, *Area Director*
Henry Lipman, *Nassau-Suffolk Area Director*
Samuel Katz, *Westchester County Area Director, see White Plains* (67)

AMERICAN JEWISH CONGRESS

Brooklyn Division
105 Court Street (1)

Esther Kolatch, *Director*

Bronx Division
59 East 161st Street

Mrs. Selma Maximon, *Director*

Manhattan Division
15 East 84th Street (28)

Barry Kugel, *Director*

Queens Division
86-03 Queens Boulevard
Elmhurst

David Miller, *Director*

Nassau County, see *Lawrence, N. Y.*

BROOKLYN JEWISH COMMUNITY COUNCIL (1939)
16 Court Street
Brooklyn 1

Professional Personnel: 1

Joseph J. Dreyer, *Secretary*

Membership:

850 organizations.

Purpose and Activities:

To unite all Brooklyn Jewry in one representative council that shall have the authority to speak and act in its name whenever occasion warrants it and to represent the Jews of Brooklyn in all matters affecting their welfare.

CATHOLIC INTERRACIAL COUNCIL OF NEW YORK (1934)
20 Vesey Street (7)

Professional Personnel: 6

George K. Hunton, *Executive Secretary*

Membership:

White and Negro Catholics.

Purpose and Activities:

To promote interracial justice and charity; to promote integral justice and charity by creating a better understanding in the public as to the capacities, situation and progress of the Negro group in America.

Publications:

Interracial Review, 12 issues yearly, $2.00.

FREEDOM HOUSE (1941)
20 West 40th Street
Willkie Memorial Building (18)

George Field, *Executive Secretary*

Membership:

3,200 individuals.

Purpose and Activities:

A center devoted to the goals of a free society, opposed to all forms of totalitarianism.

Publications:

Newsletter, pamphlets.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS

Bronx:
529 Courtland Avenue (51)

Mrs. Victoria Radin Law, *Director*

Manhattan-Westchester:
43 West 57th Street (19)

Allyn P. Robinson, *Director, New York Area*
Margaret G. Cuddy, *Associate Director*
Gloria Gaston, *Director of Program Services*
Roger Shaw, *Educational Director*

Brooklyn:
105 Court Street (1)

Joseph V. Edwards, *Director*

Queens:
92-32 Union Hall Street, Jamaica (33)

Herman Ebling, *Director*

NEW YORK BAPTIST CITY SOCIETIES
Christian Friendliness Department
152 Madison Avenue (16)

Professional Personnel: 2

Rev. R. LaRue Cober, *Executive Secretary*
Tabea Korjus, *Director of the Department*

Purpose and Activities:

To promote good will and understanding, as well as opportunities for fellowship, between churches and individuals of different backgrounds.

URBAN LEAGUE OF GREATER NEW YORK CITY (1920)
202-6 West 136th Street (30)

Edward S. Lewis, *Executive Director*
Ramon Rivera, *Industrial Relations Director*
Ofelia Mendoza, *Education Director*
Nathan L. Burnett, *Program Director*
Seymour Posner, *Public Relations Director*
Hilda Fortune, *Personal Service Secretary*
Wendell J. Roye, *Director of Membership*

Bronx Branch:
260 East 161st Street (51)

Arthur D. Weddington, *Branch Secretary*

Brooklyn Branch:
1251 Dean Street (16)

Arthur D. Wright, *Branch Secretary*
G. Douglas Pugh, *Industrial Relations Secretary*

Queens Branch:
90-50 Parsons Boulevard (32)

WORKSHOP FOR CULTURAL DEMOCRACY (1942)
1621 York Avenue (28)

Professional Personnel: 3

Mew-soong Li, *Executive Director*
Rachel Davis DuBois, *Director of Research and Development*

Purpose and Activities:

Service through intercultural education and leadership training to permit the individual to function more completely in a complex society; dedicated to the concept that the diverse in pattern of race, creed and ethnic origin creates a great opportunity in the United States.

Publications:

Person to Person, quarterly to the membership.

Port Chester

JEWISH COMMUNITY COUNCIL
258 Willett Avenue
Aaron Grodsky, *Executive Secretary*

Rochester

JEWISH COMMUNITY COUNCIL (1937)
129 East Avenue (4)
Elmer Louis, *Executive Director*

Schenectady

JEWISH COMMUNITY COUNCIL
300 Germania Avenue (7)
Samuel Weingarten, *Executive Director*

Syracuse

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
210 Dennison Building
Richard Welch, *Director*

Troy

TROY JEWISH COMMUNITY COUNCIL, INC.
87 First Street
Irwin M. Lasky, *Executive Director*

Utica

JEWISH COMMUNITY COUNCIL
211 Foster Building
131 Genesee Street (2)
Robert I. Marcus, *Executive Director*

White Plains

AMERICAN JEWISH COMMITTEE
48 Mamaroneck Avenue
Samuel Katz, *Director*

URBAN LEAGUE OF WESTCHESTER, INC.
6 Depot Plaza
Marion S. English, *Executive Director*
Mary E. Gardner, *Community Service Secretary*

NORTH CAROLINA

Greensboro

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
906 Southeastern Building

Winston-Salem

WINSTON-SALEM URBAN LEAGUE (1948)
Community Center
610 Coliseum Drive
Samuel D. Harvey, *Executive Director*

OHIO

Akron

AKRON COMMUNITY SERVICE CENTER AND URBAN LEAGUE, INC.
250 East Market Street (8)
Raymond R. Brown, *Executive Director*
Thomas Augustine, *Associate Executive Director, Industrial Relations*
Vernon L. Odom, *Associate Executive Director, Program*
Gwendolyn Gary, *Program Secretary*
Mary F. Hogan, *Community Organization Secretary*

Canton

CANTON URBAN LEAGUE (1920)
819 Liberty Avenue, S.E. (7)
C. A. Thomas, *Executive Director*
Clarence Barnes, *Health & Welfare Secretary*
Calvin Walton, *Vocational Services Secretary*
Arthur Beeler, *Youth Services Secretary*

Cincinnati

FELLOWSHIP HOUSE OF CINCINNATI, INC. (1948)
937 Lexington Avenue (29)

Professional Personnel: 1

Mrs. David K. Karlson, *Executive Director*

Membership:
750 individuals.

Purpose and Activities:
To create an informed membership, aware of the need for racial and religious understanding in our changing world; to help build a community where prejudices and discrimination give way to opportunity and equal rights for all. Speakers, forums, social action, education, and children and youth activities.

Publications:

Fellowship House Newsletter, 10 issues per year, free.

JEWISH COMMUNITY RELATIONS COMMITTEE (1931)
906 Main Street, Suite 500 (2)

Professional Personnel: 2

Charles Posner, *Director*
Robert S. Perlzweig, *Executive Assistant*

Purpose and Activities:

To help secure full equality for Jews as citizens, and to help prevent infractions of the civil and religious rights of Jews, and to work with others in securing full equality for all citizens regardless of race, creed, color, or national origin.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
313 Keith Building
525 Walnut Street (2)

Malcolm B. Chandler, *Director*

URBAN LEAGUE OF GREATER CINCINNATI (1948)
312 West 9th Street (2)

Joseph Hall, *Executive Director*
William J. Decatur, *Director of Industrial Relations*
Victoria C. Hargon, *Health and Welfare Services Director*

Cleveland

CLEVELAND URBAN LEAGUE (1918)
2123 East Ninth Street (15)

Shelton B. Granger, *Executive Director*
Mazzilee Jackson, *Director, Industrial Field Services*
Heman Sweatt, *Director, Community Services and Research*
Thomas Dickey, *Director of Housing*
Sam H. Jones, *Director, Vocational Services*
Robert Kelso, *Community Education Director*

COUNCIL ON HUMAN RELATIONS (1955)
281 The Arcade (14)

Professional Personnel: 2

J. D. Nobel, *Director*

Membership:

1,500 individuals; 30 organizations.

Purpose and Activities:

To promote, through educational means, understanding, cooperation, and mutual respect among all people and among the various religious, racial, social and cultural groups to which they belong. To accomplish the foregoing objective, the council plans, sponsors and participates in projects of an educational character to foster and encourage the improvement of human relationships among the various groups in the community.

Publications:

High Points in Human Relations, monthly.

JEWISH COMMUNITY FEDERATION OF CLEVELAND (1944)
Community Relations Committee
1001 Huron Road (15)

Professional Personnel: 2

Sidney Z. Vincent, *Assistant Director, Jewish Community Federation and Secretary, Community Relations Committee*
Alan D. Kandel, *Community Relations Associate*

Membership:

22 individuals appointed at large; 2 representatives of local chapters of Jewish organizations.

Purpose and Activities:

To coordinate and carry on all community relations activities of the organized Jewish community of Cleveland.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
9293 Cedar Avenue

Harold B. Williams, *Executive Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
793 Union Commerce Building (14)

Robert L. Beda, *Director*

WELFARE FEDERATION OF CLEVELAND (1913)
1001 Huron Road (15)
Professional Personnel: 40
W. T. McCullough, *Executive Director*
C. W. Middleton, *Associate Director*
Leona Bevis, *Associate Director*
Richard P. Overmyer, *Associate Director*

Membership:
212 organizations.

Purpose and Activities:
To bring together into a voluntary association metropolitan Cleveland's charitable, educational, health and welfare organizations, whether supported by taxation or voluntary contributions, and other organizations interested in such purposes, so that by planning and working together they may serve most adequately and economically the needs of all the people of the community.

Publications:
Newsletter; Welfare Talks, monthly, free.

Columbus

COLUMBUS URBAN LEAGUE (1917)
107 North Monroe Avenue (3)
Andrew G. Freeman, *Executive Director*
Frank Val Wilkerson, *Industrial Relations Secretary*
Joanna Cavendish, *Guidance Secretary*
Herman P. Nelson, *Housing Secretary*
Betti A. Scott, *Community Services Secretary*

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
70 Auburn Avenue (5)
Barbee W. Durham, *Executive Secretary*

UNITED JEWISH FUND AND COUNCIL
40 South Third Street (15)
Ben M. Mandelkorn, *Executive Director*

Dayton

AREA COUNCILS PROJECT
184 Salem Avenue (6)
Albert G. Rosenberg, *Executive Secretary*

DAYTON URBAN LEAGUE
184 Salem Avenue (6)
Charles W. Washington, *Executive Secretary*
Jonas E. Bender, *Industrial Relations Secretary*
Robert O. Bowles, *Community Service Secretary*

JEWISH COMMUNITY COUNCIL OF DAYTON (1944)
184 Salem Avenue (6)
Professional Personnel: 2
Robert Fitterman, *Executive Director*
Dan B. Asher, *Administrative Assistant, Community Relations Division*

Membership:
7,200 individuals; 26 organizations.

Purpose and Activities:
The committee has responsibility for planning programs in the community designed to create better understanding among the various groups in the community.

Publications:
J.C.C. News, 9 issues yearly, free to members.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
1405 West Third Street
Mrs. Miley O. Williamson, *Executive Director*

Massillon

MASSILLON URBAN LEAGUE
821 Walnut Road, South East
Milton D. Lewis, *Executive Director*

Toledo

JEWISH COMMUNITY COUNCIL OF TOLEDO
Community Relations Committee
2247 Collingwood Boulevard (10)
Professional Personnel: 1
Marvin G. Lerner, *Executive Director*

Purpose and Activities:
The committee is interested in all matters relating to the relationship of the Jewish community to the general community.

Warren

WARREN URBAN LEAGUE (1930)
465 West Market Street

W. Robert Smalls, *Executive Secretary*

Youngstown

JEWISH FEDERATION (1947)
Jewish Community Relations Council
505 Gypsy Lane

Professional Personnel: 2

Stanley Engel, *Executive Director*
Donald H. Klein, *JCRC Associate*

Membership:

21 organizations.

Purpose and Activities:

To promote goodwill and understanding among all groups; to help safeguard and promote the civic, economic, religious, and social rights of the Jewish people; to help maintain the dignity and integrity of Jewish life; to coordinate the activities of the various local Jewish organizations.

OKLAHOMA

Oklahoma City

JEWISH COMMUNITY COUNCIL (1941)
312 Commerce Exchange Building

Professional Personnel: 1

Julius A. Graber, *Executive Director*

Membership:

500 individuals; 8 organizations.

Purpose and Activities:

This is a multifunctional agency with a program which includes in its major aspects community relations, a united fund-raising appeal annually for Jewish agencies, and social services.

Publications:

Monthly house organ; mimeographed newsletter.

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
310 Commerce Exchange Building (2)

Donald F. Sullivan, *Director*

URBAN LEAGUE OF OKLAHOMA CITY
215 North Walnut Street (4)

Mrs. Cernoria Johnson, *Executive Secretary*
N. V. Johnson, *Industrial Relations Secretary*

Tulsa

TULSA JEWISH COMMUNITY COUNCIL (1938)
P. O. Box 396, (1)

Professional Personnel: 1

Irving Antell, *Executive Director*

Membership:

2,270 individuals; 13 organizations.

Purpose and Activities:

To provide a forum wherein all elements of Tulsa Jewry may discuss and decide issues of mutual concern; to assist in maintaining the dignity and integrity of Jewish life; to develop an articulate, intelligent and effective public opinion on Jewish problems and interests; to cooperate with other agencies for mutual understanding with the non-Jewish population; to direct and control Jewish public relations. To promote and advance the cultural, social, philanthropic, national and spiritual interests of the Jewish people and to lend aid in safeguarding and defending the civil and religious rights of the Jewish people wherever such rights are in jeopardy. To study all fund-raising efforts for general Jewish causes, in order to prevent and avoid duplication of effort in fund-raising for Jewish institutions and organizations; to conduct a United Jewish Campaign and act as the sole agency for the collection of local, national and international charities, and have complete control of the collection and disposition of these funds.

TULSA URBAN LEAGUE
107½ North Greenwood Street

Marion M. Taylor, *Executive Director*

OREGON

Portland

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
526 Park Building
729 S. W. Alder Street (5)

John Richard, *Director*

URBAN LEAGUE OF PORTLAND (1945)
506 DeKum Building
519 S. W. Third Avenue (4)

William H. Boone, *Executive Director*
E. Shelton Hill, *Director of Industrial Relations*
John S. Holley, *Director of Community Services*

PENNSYLVANIA

Easton

JEWISH COMMUNITY COUNCIL OF EASTON AND VICINITY
660 Perry Street

Jack Sher, *Executive Secretary*

Norristown

JEWISH COMMUNITY CENTER
Brown and Powell Streets

Rabbi Harold M. Kamsler, *Executive Director*

Philadelphia

AMERICAN CIVIL LIBERTIES UNION (1951)
Greater Philadelphia Branch
260 South 15th Street (2)

Spencer Coxe, *Executive Director*

FELLOWSHIP HOUSE, PHILADELPHIA (1931) AND FELLOWSHIP HOUSE FARM (R. D. 3, Pottstown, Pa.)
1521-23 West Girard Avenue (30)

Professional Personnel: 8

Marjorie Penney, *Director*

Membership:

4,800 individuals.

Purpose and Activities:

Farm and House are training centers in human relations.

Publications:

Newsletter, Viewpoints (youth), 10 issues yearly each.

FRIENDS SUBURBAN HOUSING, INC. (1956)
53 Cricket Avenue
Ardmore

Professional Personnel: 3

Margaret H. Collins, *Executive Secretary*

Membership: 340 shareholders, residents of Pennsylvania.

Purpose and Activities:

To promote integration in housing. FSH is a licensed real estate firm practicing non-discrimination.

GERMANTOWN COMMUNITY COUNCIL
Vernon Park (44)

Marguerite Riegel, *Executive Secretary*

INTERNATIONAL INSTITUTE OF PHILADELPHIA
645 North 15th Street (30)

Elizabeth A. Campbell, *Executive Director*

JEWISH COMMUNITY RELATIONS COUNCIL OF GREATER PHILADELPHIA (1939)
Fellowship Commission Building
260 South 15th Street (2)

Professional Personnel: 12

Jules Cohen, *Executive Director*
Nathan Agran, *Director, Community Service Department*
Mrs. Blanche Behrmann, *Director, Organization Service Department*
Harry Rosenthal, *Director, Research and Investigation Department*

Membership:

31 organizations.

Purpose and Activities:

The JCRC is a non-partisan, non-political organization established to help members of all religious, racial and ethnic groups to work and live together democratically and cooperatively by equalizing their treatment, enlarging their opportunities and deepening their mutual understanding.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (1916)
260 South 15th Street (2)

Charles A. Shorter, *Executive Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1211 Chestnut Street (7)

Eric T. Braund, *Director*
Ralph D. King, *Associate Director*
Bob Blackburn, *Assistant Director*

PHILADELPHIA FELLOWSHIP COMMISSION (1941)
Fellowship Commission Bldg.
260 South 15th Street (2)

Professional Personnel: 5

Maurice B. Fagan, *Executive Director*
Mary Constantine, *Associate Director*
Walter C. Wynn, *Social Action Director*
Phoebe Patterson, *Organizations Secretary*

Membership:

5,000 individuals; 9 constituent agencies; 500 cooperating organizations.

Purpose and Activities:

Coordinates the activities of a variety of community programs directed toward promoting better intergroup relations.

Publications:

Report to Community, 8 or 9 issues yearly, free.

PHILADELPHIA YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS
Committee on Race Relations
220 South 12th Street (7)

Gladys D. Rawlins, *Executive Secretary*
R. Dean Short, *Secretary of Community Relations in Housing*

URBAN LEAGUE OF PHILADELPHIA
(formerly the Armstrong Association)
1611 Pine Street (3)

Lewis J. Carter, Jr., *Executive Director*
Herman DeBerry, *Secretary, Vocational Services Department*
Marjorie Duckrey, *Secretary, Community Service Department*
James E. Queen, *Public Relations Assistant*

Pittsburgh

AMERICAN SERVICE INSTITUTE OF ALLEGHENY COUNTY (1941)
713 Civic Building
200 Ross Street

Professional Personnel: 4

Hope McDermott, *Executive Director*

Purpose and Activities:

To work for the integration of the foreign-born and their children into the community.

Publications:

Newsletter, 4 issues yearly; *Community Profiles;* fact sheets.

JEWISH COMMUNITY RELATIONS COUNCIL (1939)
234 McKee Place (13)

Professional Personnel: 2

Mrs. Lillian A. Freidberg, *Executive Director*

Membership:

25 individuals elected from community at large; 25 persons appointed from 7 organizations.

Purpose and Activities:

The Council is concerned with the protection of Jewish status and the improvement of relations between Jews and other members of the community. It strives to attain civil rights for all and to develop mutual respect and understanding by means of intercultural education and the elimination of prejudice. Cooperates with all other human relations agencies, public and private.

Publications:

Bulletin, bi-monthly, free to selected list.

LABOR COMMITTEE FOR HUMAN RIGHTS
401 Commonwealth Annex (22)

Sam Bottone, *Field Representative*

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (1926)
220 Grant Street (19)

Derrick Bell, *Executive Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1307 Keenan Building (22)

Andrew W. Gottschall, Jr., *Director*

PITTSBURGH PRESBYTERY (1949)
United Presbyterian Church, U.S.A.
Department of City and Industrial Relations
800 Arrott Building
401 Wood Street (22)

Professional Personnel: 1

Mrs. Marguerite I. Hofer, *Director*

Membership:

15 individuals.

Purpose and Activities:

The Department is a National Missions Agency of the Pittsburgh Presbytery concerned with race relations in the church and in community endeavor in housing, employment, education, and public accommodation. It is concerned with legislation, the role of the church in labor and industry and in industrial chaplaincy, and the function of the city church in modern industrial society.

Publications:

The Pittsburgh Presbyterian, 10 issues yearly, free.

URBAN LEAGUE OF PITTSBURGH (1918)
200 Ross Street (19)

Alexander J. Allen, *Executive Director*
Gaines T. Bradford ,*Acting Director*
Richard S. Dowdy, Jr., *Director, Industrial Relations Department*

Reading

FELLOWSHIP HOUSE OF READING, INC. (1946)
317 South Seventh Street

Professional Personnel: 3

Mrs. Luther W. Ely, *Executive Director*

Membership:

500 individuals; 50 organizations.

Purpose and Activities:

To create education that will help develop better human relations. Holds educational classes for children, meetings for adults, and sends speakers into the community.

Publications:

Newsletter, ten issues yearly, $1.00.

JEWISH COMMUNITY COUNCIL
134 North Fifth Street
Harry S. Sack, *Executive Secretary*

Roslyn

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1369 Partridge Road
Abington Woods

Andrew W. Gottschall, *Director*

Scranton

SCRANTON-LACKAWANNA JEWISH COUNCIL
601 Jefferson Avenue

Professional Personnel: 1

George Joel, *Executive Director*

Membership:

30 organizations.

Purpose and Activities:

Raises funds for Jewish organizational purposes, coordinates Jewish organizations in area and plans services for Jewish community.

RHODE ISLAND

Providence

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
58 Weybosset Street (3)

Rozella Switzer, *Director*

URBAN LEAGUE OF RHODE ISLAND (1939)
433 Westminster Street (3)

James N. Williams, *Executive Director*
Ralph A. Allen, *Special Projects Director*
Carol Y. Watts, *Community Services Secretary*
Julius I. Fuller, *Industrial Relations Secretary*

TENNESSEE

Memphis

MEMPHIS URBAN LEAGUE (1932)
546 Beale Avenue

J. A. McDaniel, *Executive Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
414-15 Commerce Title Building (3)

Paul K. Hennessey, *Director*

TEXAS

Corpus Christi

JEWISH COMMUNITY COUNCIL
750 Everhart Road

Harold H. Benowitz, *Executive Director*

Dallas

DALLAS CITIZENS INTERRACIAL ASSOCIATION, INC.
1101 Commerce Street

M. J. Norrell, *ExecutiveVice President*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1028 National City Building (1)

William H. Tipton, Jr., *Director*
J. L. Evans, *Associate Director*

El Paso

JEWISH COMMUNITY COUNCIL
1025 Mills Building
P. O. Box 1485

Victor Grant, *Executive Director*

Fort Worth

FORT WORTH URBAN LEAGUE
P. O. Box 824

Houston

HOUSTON COUNCIL ON HUMAN RELATIONS
3929 Colgate (17)

Rev. Kemper Sherwood McKee

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
1110 Scanlan Building (2)

E. R. McWilliams, *Director*

San Antonio

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
632 Bedell Building
118 Broadway (5)

W. C. Malloy, *Director*

Waco

JEWISH WELFARE COUNCIL OF WACO AND CENTRAL TEXAS (1949)
P. O. Box 2214

Professional Personnel: 1

Jack Panitz, *Executive Director*

Purpose and Activities:

Social service, community relations planning, and central fund raising.

Publications:

Newsletter, monthly; and *Yearbook*.

UTAH

Salt Lake City

UNITED JEWISH COUNCIL
Salt Lake Jewish Welfare Fund
2416 East 1700 South

Philip M. Stillman, *Executive Director*

VIRGINIA

Newport News

JEWISH COMMUNITY COUNCIL
98 — 26th Street

Charles Okshansky, *Executive Director*

Norfolk

NORFOLK JEWISH COMMUNITY COUNCIL, INC.
700 Spotswood Avenue (7)

Ephraim Spivak, *Executive Director*

Richmond

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
312 First Federal Building
222 East Broad Street (19)

Peter Mellette, *Director*

RICHMOND JEWISH COMMUNITY COUNCIL
5403 Monument Avenue (26)

Julius Mintzer, *Executive Director*

RICHMOND URBAN LEAGUE (1923)
12 West Leigh Street (20)

Wiley A. Hall, *Executive Secretary*

WASHINGTON

Seattle

GREATER SEATTLE COUNCIL OF CHURCHES
2005 — 5th Avenue, 4th Floor (1)

Rev. Lemuel Petersen, *Executive Secretary*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
701 Seaboard Building (1)

Dee C. Perguson, Jr., *Director*

SEATTLE CIVIC UNITY COMMITTEE (1944)
1319 Second Avenue (1)

Professional Personnel: 1

Louise P. Blackham, *Executive Secretary*

Membership:

600 individuals.

Purpose and Activities:

To investigate complaints regarding specific instances of discrimination against members of minority groups, and to endeavor to work out solutions which will tend to lessen the intergroup tensions resulting therefrom, and through education to effect a spirit of unity, mutual respect and tolerance among all segments of the population of Seattle; to bring about a general recognition by the people of Seattle of the fundamental rights of all citizens to equality of opportunity on the basis of the worth of the individual.

Publications:

Newsletter, 10 issues yearly, free to members.

SEATTLE URBAN LEAGUE
107 Cherry Street (4)

Lewis G. Watts, *Executive Director*
James E. Johnson, *Industrial and Vocational Secretary*
Edwin T. Pratt, *Community Relations Secretary*

WISCONSIN

Milwaukee

INTERNATIONAL INSTITUTE OF MILWAUKEE COUNTY, INC.
2824 West Highland Boulevard (8)

Albert M. Davis, *Executive Director*

NATIONAL CONFERENCE OF CHRISTIANS AND JEWS
759 North Milwaukee Street (2)

Maurice H. Terry, *Director*
Mrs. Gertrude Stimmel, *Program Assistant*

URBAN LEAGUE (1919)
904 West Vine Street (5)

William V. Kelley, *Executive Director*
Wesley L. Scott, *Assistant Executive Director and Community Service Secretary*
James C. McDonald, *Industrial Relations Secretary*

UNIVERSITY CENTERS

BOSTON UNIVERSITY
Human Relations Center (1953)
270 Bay State Road
Boston 15, Massachusetts

Dr. Kenneth D. Benne, *Director*
Francis Hurwitz, *Executive Secretary*
Robert Chin, *Director of Research*

NEW YORK UNIVERSITY
Center for Human Relations and Community Studies
Washington Square
New York 3, N. Y.

Dan W. Dodson, *Director*

SPRINGFIELD COLLEGE
Community Tensions Center
Springfield 9, Massachusetts

Dr. Hans Spiegel, *Director*

ST. LOUIS UNIVERSITY
Human Relations Center for Training and Research (1953)
15 North Grand Boulevard
St. Louis 3, Missouri

Rev. Trafford Maher, S.J., *Director*
Mrs. Theo Shea, *Associate Director*

UNIVERSITY OF DETROIT
Center for Human Relations (1954)
4001 West McNichols Road
Detroit 21, Michigan

Dr. Tibor Payzs, *Director*

UNIVERSITY OF MIAMI
Department of Human Relations
Coral Gables 46, Florida

Dr. Dean George Epley, *Chairman*

UNIVERSITY OF PENNSYLVANIA
Albert M. Greenfield Center for Human Relations
3439 Woodland Avenue
Philadelphia 4, Pennsylvania

Dr. Martin P. Chworowsky, *Director*

UNIVERSITY OF ROCHESTER
Center for the Study of Group Relations
River Campus Station
Rochester 20, New York

Dr. Joseph B. Gittler, *Director*

CANADIAN PRIVATE

JEWISH LABOR COMMITTEE OF CANADA
4848 St. Lawrence Boulevard
Montreal, Quebec

Sid Blum, *Director*

Montreal, Quebec:
Labor Committee for Human Rights
4848 St. Lawrence Boulevard

Robert Dean, *Field Representative*

Toronto, Ontario:
Labor Committee for Human Rights
11½ Spadina Road (4)

Allen Borovoy, *Secretary*

Vancouver, B. C.:
Labor Committee for Human Rights
435 West Broadway (10)

William Giesbrecht, *Secretary*

Winnipeg, Manitoba:
Labor Committee for Human Rights
370 Hargrave Street, 2nd Floor

David Orlikow, *Secretary*

CANADIAN COUNCIL OF CHRISTIANS AND JEWS
Room 506, 229 Yonge Street
Toronto, Ontario

Richard D. Jones, *National Executive Director*

VANCOUVER CIVIC UNITY ASSOCIATION
435 West Broadway
Vancouver 10, British Columbia

Mrs. Emily Ostapchuk, *Executive Director*

APPENDIX

SOME OBSERVATIONS ON THE NATURE AND SCOPE OF INTERGROUP RELATIONS*

— FRANCES R. COUSENS AND
JOHN G. FEILD

In Search of a History

No field of human endeavor ever arrives on the scene full blown and well defined. The emergence of social organizations concerned with those problems arising out of relations between racial, religious and ethnic groups in the United States is no exception. Unfortunately, the value of a comprehensive history of intergroup relations agencies has not yet grasped the imagination of our scholars. This is not easy to understand for it may not be too much to say that the history of the United States is the history of the intergroup relations field. With their astute awareness of the political implications of interreligious relationships, the Continental Congress, from a very broad perspective, could be called our first intergroup relations agency. Or one might point to the Federalists as another of our earliest organizations with an interest in intergroup relations. Certainly, the theory, the concepts embodied in the Declaration of Independence, the Constitution and the first ten amendments have profoundly influenced every intergroup agency, public or private, established since their promulgation. At any rate, until a comprehensive history is available, a few sketchy observations on the origins of the field may be helpful in our review of present trends as revealed in the new NAIRO *Directory of Intergroup Relations Agencies with Paid Professional Personnel.*

Early Origins

It seems fitting that this country's first philanthropic foundation — the Peabody Fund — should have played so vital a role in fusing the two impulses that have produced the intergroup relations field as we know it today. Following the Civil War, when it became clear that the re-structuring of racial relationships could not be consolidated or preserved without massive improvement in the economic and social welfare of the newly freed Negroes, the Peabody Fund launched a program of grants in the field of education as a private agency counterpart to the publicly sponsored Freedmen's Bureau created four years before in 1864. Thus, political freedom and private philanthropy were merged to form an organized field of professional activity that has vacillated from its earliest beginnings between a concern for individual rights and group welfare. Earlier, of course, the New England Abolitionist Societies, which sprang up in the 1850's, must also be credited among the first agencies centered on problems of race and civil rights. And, on the other flank, apart from the churches, the Indian Bureau, established in 1849, was among the earliest with a group welfare base.

From an over-all perspective, in the 50 formative years between 1865 and 1915, it is not surprising that there should be strong emphasis on the establish-

* This article appeared originally in the *Journal of Intergroup Relations* Volume 1, Number 3, September 1958.

ment of agencies geared to the problems of economic and social adjustment of particular racial, ethnic and religious groups. On the one hand, the successive waves of immigrants were bringing with them problems that differed mainly in their variant overtones of religious and ethnic differences; on the other hand, shortly after the turn of the century, the movement of Negroes from the Old South to Northern urban centers had created new dimensions, if not new problems, of Negro adjustment. The establishment of the National Urban League in 1910 was but an ideological extension of a pattern typified by the Hebrew Immigrant Aid Society, established in 1884. Whether looked upon as "Americanization" or "urbanization," the requirements of social and economic adjustments brought into being a great number of such agencies during this period, most of them encouraged by church sponsorship. Few among those that have continued have related their interests to the civil rights or community relations side of the field. Most, in fact, allied their interests with and helped create the social work profession.

Among those organizations established during this period that did relate the problems of group welfare to the fulfillment of individual and civil rights, four additional ones have continued and are listed in the NAIRO Directory — the Indian Rights Association (1882), the American Jewish Committee (1906), the National Association for the Advancement of Colored People (1909), and the Anti-Defamation League (1913). Two other agencies established prior to 1915 are also listed: The American Ethical Society (1887), and the Jewish War Veterans (1896).

The Ambivalent Transition

By 1915, as we have said, the social work profession had emerged and the lines of professionalization in both group work and case work were fairly well laid out. Hull House, founded in 1891, under Jane Addams' leadership, had become the model of the new approach toward culture. Social science research, university based training and ultimately schools of social work became the allies of the group welfare agencies. At this juncture, we also saw the renewal of philanthropic support.[1] The Phelps-Stokes Fund, established in 1911, was joined by the Rosenwald Fund in 1917, both having heavy interests in Negro education and race relations. About the same time, studies sponsored by the Carnegie Corporation and the Russell Sage Foundation, created in 1907, contributed substantially to the elevation of social work standards.

The terrifying events of the post-World War I era, however, forged an increasing awareness of the relationship between group welfare and community acceptance of individual rights and group differences. The activities of the Ku Klux Klan forced into being new protective measures in the civil rights arena and brought about a renewed realization that public policy could and did determine much of the nature of intergroup relations. To enumerate the events affecting intergroup relations in the 25 transition years between 1915 and 1940 is to call a roster of new agencies. The 1917 Louisville racial zoning decision was the

1. The Peabody Fund, ironically, closed its books within a few months of the *Plessy v. Ferguson* decision. It had spent $2,478,527.13. The Freedman's Bureau had spent $20 million. But the tide of segregation was too great, the resources insufficient.

NAACP's first major success. The 1921-1924 Quota Laws saw the establishment of the Common Council for American Unity in 1921 and the International Institute movement in 1924. In addition, the American Jewish Congress, established first in 1917 as a temporary entity to affect the minority rights provisions of the Versailles Treaty, was re-established on a permanent basis in 1922. The Scopes, Sweatt and other civil liberties trials saw the American Civil Liberties Union created in 1920. The American Association of Indian Affairs came into being two years before Indians were granted their citizenship in 1924. Changes in immigration laws regarding Orientals were connected with the origin of the Japanese American Citizens League in 1930. The Al Smith campaign led to the establishment of the National Conference of Christians and Jews in 1928. Concern with denial of voting rights, led U. S. Attorney General Frank Murphy to establish the Civil Rights Section in the Office of the Attorney General in 1939. Finally, the Fellowship House movement, the Catholic Interracial Council plan and the structure of the growing Jewish Community Relations Councils were all fairly well established by the end of the 1930's.

The Fateful, Fruitful Forties

The emergence in the 1940's of local, state and federal governmental agencies, triggered by President Roosevelt's Executive Order #8802 in 1941, set the stage for the explosive growth of those agencies having a primary interest in civil rights and community relations. At the same time, the Carnegie Corporation once again sponsored a series of studies that was to have as profound an influence on the development of the intergroup relations field as had been true of their earlier studies in social work.[1] The Rosenwald Fund had established the American Council on Race Relations in 1944.[2] At about the same time there was growing concern with standards and the need for more effective program services among the Jewish community relations agencies leading to the establishment of the National Community Relations Advisory Council in 1944. The annual reassessment conferences sponsored by this agency have achieved an important significance throughout the field. In the South, the founding of the Southern Regional Council in 1944 had been preceded by the Commission on Interracial Cooperation which came into being in 1919. In addition, the 1940's saw the creation of special departments or assignments in intergroup relations in more than 50 church groups, unions, youth agencies, and various governmental agencies.

Following World War II, the field of public education became the target of a vigorous two-pronged effort. On the one front, the Bureau of Intercultural Education (now defunct) and several other national agencies initiated efforts aimed at re-orienting public instruction methods and goals in the field of human relations. The workshop as a training method gained its greatest vogue in these teacher-training programs. Today, nearly 130 colleges and universities are involved in annual, bi-annual or special workshop programs in intergroup relations and in the past twelve years nearly 100,000 persons, most of them school teachers, have been exposed to these efforts which are heavily supported by intergroup agencies. On the other front, the culmination of a long legal effort aimed at over-

1. Studies directed by Gunnar Myrdal, published under the title, *An American Dilemma*, in 1914.
2. The American Council discontinued operations on September 15, 1950.

turning the *Plessy v. Ferguson* doctrine took shape in the 1940's with Supreme Court decisions involving restrictive covenants, interstate travel and higher education. Outlawing school segregation in all public schools became inevitable following these actions.

Finally, the famous 1947 Report of President Truman's Committee on Civil Rights projected the issues of intergroup relations well beyond the limits of group welfare. The enactment by Congress in 1957 of the first Federal Civil Rights legislation in 82 years has returned the cycle of history to a sharp focus on the re-structuring of intergroup relationships.

Trends in the Nature and Scope Today

There are 280[1] staffed agencies or departments listed in the new NAIRO Dirctory — 79 governmental and 201 private. These agencies employ 1406 professional workers[2] and maintain 548 central, regional and local offices. In addition, the Directory lists eight University Centers directly serving the intergroup relations field. Geographically, the agency services embrace 136 cities in 42 states,[3] the District of Columbia, and Canada. Their combined annual budgets exceed 21 million dollars of which approximately four and a half million is from tax funds.[4]

Except for five agencies all were established after 1900. More significantly, only 37 of the listed agencies were established prior to 1940. All but two of the 79 governmental agencies have come into existence since 1943.[5] Of the Jewish Community Relations Councils, 65 of the 80 listed were established after 1940, as is true of all 25 of the special church sponsored departments, all of the special union departments, and all 17 special assignments in youth and other agencies. In addition, 27 of the 28 local and state private community relations agencies came into being after 1940.[6] Similarly, most of the national agencies with extensive field offices did not expand their field programs to any significant degree until after 1940. Most of the University Centers were not established until after 1950.

Of the agencies established before 1940, 14 are primarily group welfare agencies — settlement houses, aid societies, relocation agencies. An additional 26 agencies created since 1940 are centered around group welfare. Thus, only 40 agencies, or 15% of those listed, could be called group work agencies and most of these have apparently directed at least a part of their programs toward community relationships between racial, religious and ethnic groups. It might also be observed that almost 20% of the professional workers listed are identified

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1. Figures cited are approximate but reasonably accurate. Minor additions and deletions have been made in the *Directory* since the article was written.
2. This is a very careful approximation. Detailed questionnaires were available for all but a small percentage of agencies.
3. States having no local offices are: Alaska, Hawaii, Idaho, Montana, Nevada, New Hampshire, Vermont and Wyoming.
4. This is a reasonably close approximation. Questionnaires were available for most agencies. Budgets for the others were difficult to estimate.
5. The Indian Bureau and the Justice Department Civil Rights Section were established prior to 1940 as previously noted. The Indian Bureau does not consider itself an intergroup relations agency and, at its own request, is not included in the *Directory;* the Civil Rights Section, U. S. Department of Justice, has been superseded by the Civil Rights Division.
6. The Alabama Council on Human Relations was founded in 1920, as part of the program of the Commission on Interracial Cooperation.

with group work agencies. With their relatively small population base, however, it is not likely that the newer group welfare agencies will expand as much or become as numerous as their predecessors. These would include those agencies servicing Spanish-speaking groups, Indians, Chinese, Japanese, and Southern Mountain Whites.

As already noted, the increasing number of special departments or assignments on intergroup relations that have been established by organizations or institutes having a much broader primary base is one of the significant trends of the past decade. These Departments now account for 16% of the listings and 12% of the professionals working.

While activities and services have expanded enormously in the South in recent years, it should be noted that only about 10% of all agency operations are based in the 17 Southern states now faced with school desegregation problems. On the basis of population alone, to say nothing of need, there would have to be three times as many professional workers in the South as there are to be proportionate to the rest of the nation.

The present level of expenditures in the field reveals some interesting trends. Government now accounts for about 20% of the agency funds. The amount being expended at all levels of government is likely to increase. In 1957 a bill was introduced into the Senate that would have called for an agency and personnel service program of $5 million a year for the next five years in the intergroup relations field.

Similarly, the expansion of private expenditures appears likely. The magnificent assistance which the Fund for the Republic, for example, has rendered the field represents a continuation of the historic interest which this nation's great philanthropic sponsors have had in the field of human rights and freedom.

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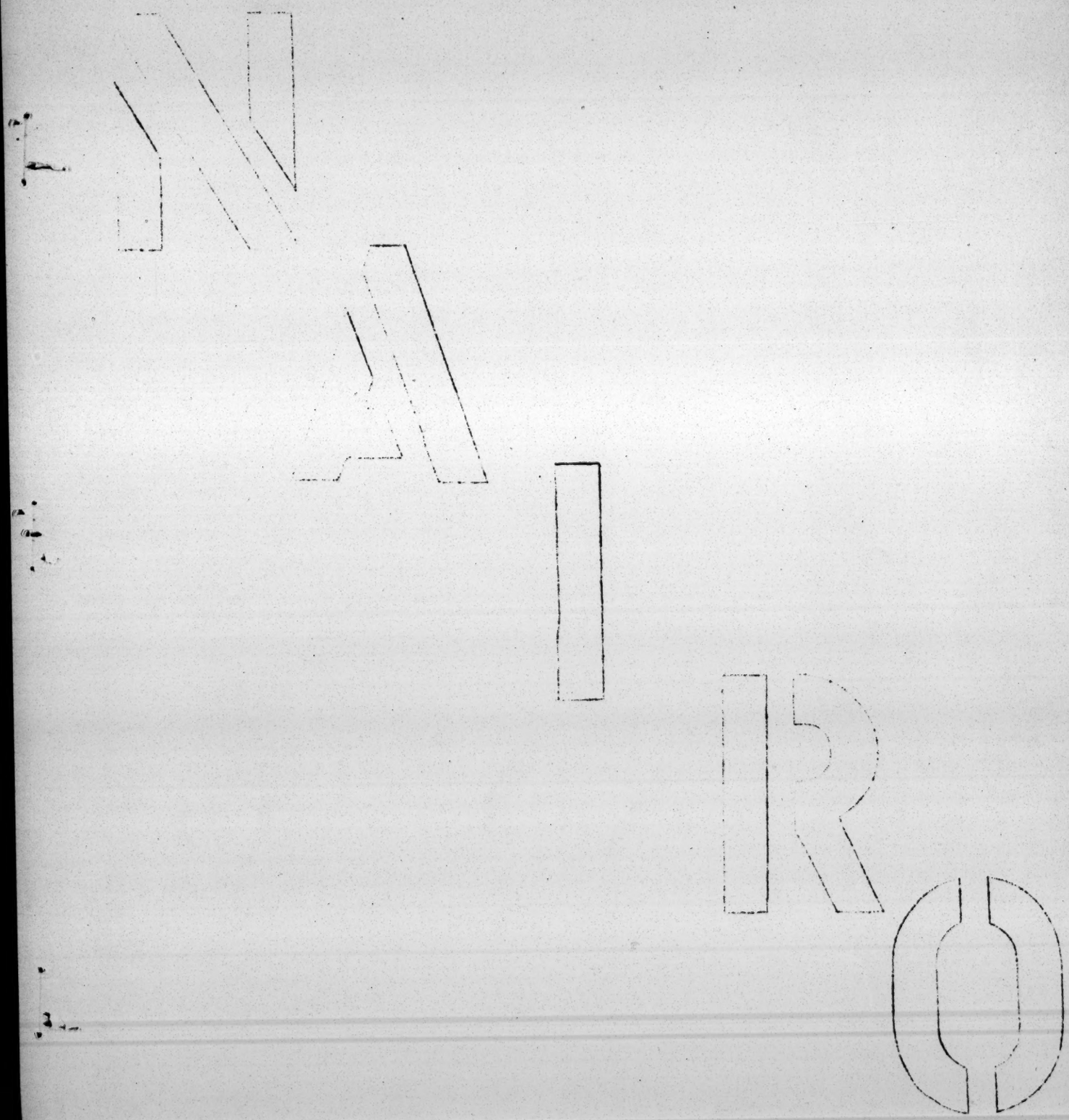

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OFFICIAL MEMBERSHIP ROSTER
April, 1959

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NAIRO
April, 1959

STATISTICAL BREAKDOWN OF NAIRO MEMBERSHIP BY DEPARTMENTS

APRIL, 1959

DEPARTMENT		CODE	MEMBERS	TOTAL
Local Public Services	Professionals	1	71	
	Board Members, others	1A	34	105
Local and State Private Services	Professionals	2	129	
	Board Members, others	2A	38	167
State Public Services	Professionals	3	49	
	Board Members, others	3A	7	56
National Private Services	Professionals	4	80	
	Board Members, others	4A	4	84
Federal Services		5	16	16
Associate Members and Unaffiliated Professionals		X	29	29
			TOTAL MEMBERSHIP:	457

Approved by: Mrs. Jessamine C. Merrill
Secretary

N A I R O

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1959

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APPENDIX I

NAIRO INTERNS & SUPERVISORS for the year 1958 - 59

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*Mr. Everett S. Cope, Ex. Director

*Names of Supervisors

LWD - See esp. draft proposal attached. HCF

MF (file)

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

REPORT OF THE EXECUTIVE SECRETARY
January-May, 1960

These have been four unusually busy months in NAIRO's life, not just for the national office and staff but in the cities and regions as well. For once, happily, self-generated regional and local activities overshadow national developments.

National Office

STAFF — We have arrived at the point where, as prophesied, the clerical work is too much for one person -- while the budget does not allow for two. Billing and processing of memberships and publications orders, plus normal office administration, now take all of Frankye Brown's time. Our part-time clerical worker, currently Mrs. Agnes Wade, is a one-woman shipping department -- 12 hours weekly, often overtime. I have been forced to send most of my dictation out for transcription by a commercial service, and the letter shop has been doing an increasing amount of our mailing.

The Treasurer's Report will certainly reflect this situation in disproportionately high expenditures for part-time staff, printing, postage and mailing services, and the transcription service. These budget allocations will have to be reviewed, and I know that I must ask that the part-time clerk be made a permanent fixture (instead of coming in "as needed") -- at $15 weekly, for 12 hours.

PUBLICATIONS — The flood of publications orders since January has been gratifying if somewhat overwhelming. Income from the Journal and Civil Rights in the Nation's Capital is rapidly approaching budget estimates; only the Directory is lagging.

Editorial Board chairman Ted Leskes will report on Journal subscriptions, but it can be "leaked" here that we had to have a second printing of Volume I, Number 1. You will have received Volume I, Number 2 (the fat special issue on "Big Think"), by the time the Board meets.

The civil rights report has been selling well, thanks largely to the efforts of the Commission chairman, Ben Segal. We have sold 3,131 copies to date, leaving some 1,869 reports on our shelves.

I think that you will be disappointed to learn that we have sold only 321 copies of the Directory. Our total was 2,500. Orders continue to trickle in, however, and it is true that many of our members still do not realize that they must purchase it.

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The long-delayed Manpower Utilization Commission report ("Guidance, Training and Apprenticeship Factors Affecting Minority Groups"), edited by Chester Gray, has been offset and distributed. It was necessary to do this through the National Office, and the total cost was $487, slightly above the $400 budget allocation.

The Membership Roster was designed, compiled and mimeographed by Frankye Brown. It was, as usual, a mammoth job -- but apparently appreciated by our members. Frankye again deserves the Board's special commendation.

Two Newsletters have been prepared and mailed since January, and a third is in process. You will notice that we had an unusually large number of enclosures with each, including the SSSP-SPSSI Joint Newsletter and the book, Race Riot, donated by its author.

OFFICE PROCEDURE — We have purchased the new manual typewriter authorized in the budget, for $12 less than the estimate. It is a sheer delight, especially since it arrived as my old Royal began its death agonies. Frankye's electric typewriter is gasping and wheezing, but should last until next year.

We changed mailing services -- with an unpleasant and unexpected addressograph plate cost of $90 -- after persistent complaints from members who felt unloved and unwanted. Our check of the plates from the old service revealed many glaring errors, confirming members' grievances and our suspicions.

Intense activity at regional and local levels, and several special mailings (Journal and membership promotion), forced us into the reprinting of NAIRO brochures and envelopes, with stationery due to follow. This will also be reflected, I fear, in the Treasurer's Report.

MEMBERSHIP — Fran Cousens' report on membership will reveal that we have recouped the losses from our annual (March) purge of two-year delinquents. We had passed 600 before that pruning of our list, but dropped to 568 afterwards.

Alma Scurlock (Washington, D.C., membership chairman) is presenting one By-Laws proposal regarding membership qualifications, and this will be discussed at the Board meeting. I will be asking for reconsideration of our present policy of carrying delinquent members for an entire year; the tendency of some of our members to pay their dues at Conferencetime notwithstanding, I want to suggest that delinquent members be dropped from the roster on July 1st of each year.

PERSONNEL REGISTRY — Our Personnel Registry has not been as active this year as last. We did post 12 openings, however, and I suspect that we may have been a little more instrumental in filling them than we were in the past. The number of members listed with the Registry increases steadily, as does the number of people who join NAIRO for this service.

The flow of mail and people-in-person requesting job information and career guidance continues unabated. Form letters have helped in many cases, but the need for personal correspondence and interviews is still enormous.

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Travel

PRESIDENT — Fred Routh started his presidential tour on April 16th, with visits scheduled in Seattle, Portland, San Francisco, San Jose, Los Angeles, and Denver. Helen Amerman, Louise Blackham, John Buggs, and John Binkley mapped out full schedules for all cities, and our ever-radiant president may be a mite weary when next you see him.

I hope that his presidential tour sets a precedent, with perhaps a different region singled out each year for such attention. The money, which comes from my travel fund, is certainly well-spent! The President of NAIRO would not hold that office if he were not a "man of stature" in the field, and to his office he brings experience and competence not possessed by the Executive Secretary. His is a new face, with a new message, and he will be utilized in new ways. All of these factors insure a good audience among members, potential members, and the general public. No less important is the fact that his presence, as official representative of NAIRO, counteracts the "Mr. NAIRO" image that I have tried to avoid. I commend such a tour to all presidents who follow Fred ....

EXECUTIVE SECRETARY — Since the Detroit Board meeting, I have visited Cleveland, Pittsburgh, Philadelphia, Chicago (twice), Milwaukee, Minneapolis-St. Paul, Baltimore, Washington, Boston, and Cleveland before the Board meeting -- with St. Louis, Buffalo, and Toledo already scheduled for later in the spring.

Main talking points on these visits were the "Big Think" program and the formation of NAIRO Chapters. Many of our members had laid good groundwork beforehand, and have pursued both goals energetically since then.

As I said earlier, the regional and local activity has almost overshadowed national program. At the Board meeting, you will hear reports of the Middle South Regional Conference in Washington on May 6 and the forthcoming Great Lakes Regional Conference in Toledo on June 11th and 12th. You will review Chapter charter applications (or, at least, receive definite progress reports) from NAIRO groups in: Philadelphia, Chicago, Detroit, Pittsburgh, New York City, Minneapolis-St. Paul, San Francisco, and Los Angeles. It is quite possible that Cleveland, Denver, and Boston will also be "in process."

Almost more exciting is the way in which "Big Think" has been received -- even before the special issue of the JOURNAL was published!! It is the subject of the two regional conferences reported; it is also the subject of intensive study and discussion in Philadelphia, Chicago, New York City, and possibly other localities.

Internship

INTERNSHIP PROGRAM — The Educational and Professional Training Committee plans to offer specific recommendations on the National Internship Program, but all of you are aware that it has lagged badly this year. I think that it is legitimate for me to note here that I will recommend to the EPT Committee that -- barring the receipt of one large internship grant, still

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barely possible -- we consider the program terminated as of July 1st. It is tragic to abandon so early an experiment that has been so successful, but it has proved to be almost impossible to secure the necessary foundation grants. Even as I make the recommendation, I have the strong feeling that circumstances and financial support will demand its resurrection at some point in the future ....

fib
April, 1960

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street, New York 19, New York

18 April 1960

TO: NAIRO BOARD OF DIRECTORS

FROM: John V.P. Lassoe, Jr.

SUBJECT: Project Proposal

In the course of attempting to initiate the project assigned by the Board to NAIRO's Special Interdisciplinary Committee, Edward Olsen and I met with Wayne A.R. Leys, Dean of the Graduate Division and Professor of Philosophy at Roosevelt University, in Chicago. Dean Leys suggested an inquiry somewhat different from that originally contemplated but -- in our collective view, after some discussion -- just as appropriate and perhaps even more exciting.

I agreed to draft an outline of the new project for submission, after review by Dean Leys and Dr. Olsen, to the Board. Since it is a new project and will require approaches to foundations for financial support, and since Dr. Olsen himself suggests that it might appropriately be assigned to another committee, perhaps in a different locality (i.e. New York), Board action is necessary.

In essence, the year-long project, would take the form of an inquiry into INTERGROUP RELATIONS AND THE PUBLIC INTEREST, focusing on such questions as:

(a) The nature of "the public interest" in the area of civil rights, as defined by intergroup relations workers and by others.

(b) The role of government in the area of civil rights.

(c) Possible conflict between civil rights laws and individual civil liberties.

(d) The role of self-regulation by non-governmental institutions in achieving "the public interest" in the area of civil rights.

The attached foundation appeal draft describes the project in some detail.

* * * *

Frank J. Sorauf, quoted in Philosophy and the Public Interest, enumerates various definitions of "the public interest" found in contemporary literature: (1) as commonly-held interests or values, dictating decisions that serve the ends of the whole public rather than those of some sector of the public; (2) as the wise or superior interest ("doing today the things that men of intelligence and good will would wish, five or ten years hence, had been done"); (3) as moral imperative or, in Walter Lippmann's words, "what men would choose if they saw clearly, thought rationally, acted disinterestedly and benevolently; (4) as a balance of interests, consisting in the elaboration of compromise between conflicting groups; and (5) as vague values, broad enough to elicit widespread agreement, but too wide to be relevant to the struggle for policy influence.

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"The public interest," however defined, has been invoked in endless controversies as a justification for governmental regulation. Paramount here is the problem of determining that public interest, and Leys and Perry ask, with regard to zoning ordinances (as one example), whether regulation is justified (a) by a Benthamite calculation of aggregate interest or (b) by some ideal or (c) by the relative strength of conflicting pressure groups. Commenting on your draft, I would add to the first full paragraph on page 2: "Leys and Perry recognized that 'the public interest' is often determined by the relative strength of conflicting pressure groups, but noted that even in this case there is a normative ideal which may or may not be respected, viz., the application of pressure within the rules. A political determination, for example, ought to be made in such a way that all parts of the population have access to the decision-making process. A legal determination should be made by 'due process.' The procedural conception of 'the public interest', though different from conceptions of a common good or a general welfare, is none-the-less normative."

Having determined the nature and extent of "the public interest" in a given area, one is still faced with the questions of (a) the limits of effectiveness of governmental regularion, (b) the government or governmental agency to have jurisdiction in a given regulatory activity, and (c) the proper occasions for regulation in the public interest.

Government regulation or action must, in many respects, restrict personal (and corporate) interest; legitimate sanction for this restriction comes from reference to a public interest which in case of conflict is viewed as superior to private interest. Regulations that protect one man's rights may interfere with another man's rights, in other words, and the definition and determination of "the public interest" that justifies this interference become moot points.

There have been counter-trends to governmental regulation in the public interest. Non-governmental institutions and agencies have set up their own regulations and regulatory machinery (1) to forestall governmental regulation, (2) to cooperate with and sometimes control the regulatory agencies of government, and (3) for other purposes.

Whatever the <u>focus</u> -- majority will, minority protection or individual rights; governmental regulation, self-regulation or non-regulation -- and whatever the <u>point of departure</u> -- civil rights or civil liberties; interracial relations or interreligious relations -- of such an inquiry as that proposed, its importance is clear: "the public interest" is inextricably bound to intergroup relations work.

This is the background for the attached proposal.

NOTE: Material above has been lifted boldly and bodily from <u>Philosophy and the Public Interest</u>, a report prepared by Professors Leys and Charner Marquis Perry for the Committee to Advance Original Work in Philosophy, an agency of the Western Division of the American Philosophical Association, in 1950.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

"INTERGROUP RELATIONS AND THE PUBLIC INTEREST"
DRAFT FOUNDATION APPEAL

How do intergroup relations agencies and practitioners define "the public interest" in attempting to secure for racial and ethnic minorities the basic rights exercised by the majority?

How is "the public interest" in the area of civil rights viewed by racial and ethnic minority groups? by the majority? by government?

What is the regulatory role of government in the area of civil rights?

Is there any conflict between civil rights laws and individual civil liberties?

What self-regulation of non-governmental institutions and agencies is suggested by "the public interest" in the area of civil rights?

And, perhaps for another inquiry but noted here to indicate that it is not forgotten, what is "the public interest" and the role of government in the area of interreligious relations?

To launch an inquiry into these problems -- representative of the vast and complex area of interrelationship of majority, minority and individual rights in the context of "the public interest" and intergroup relations, the National Association of Intergroup Relations Officials (NAIRO) seeks a one-year grant of $9,000.

The purpose of the inquiry is to find answers, working hypotheses or, at the very least, clearer definition of the problems in this area. The philosophical or conceptual significance of such an inquiry seems obvious; indeed, the whole question of the nature of "the public interest" and its determination in a democratic society is a subject of continuing discussion and definition.

In the field of intergroup relations, however, there is increasing evidence of a practical and pressing need for such an inquiry and for the consensus or at least guidance that it might produce.

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The need is demonstrated most vividly perhaps by debate at state and municipal levels on the coverage proposed in Fair Housing Practices legislation: shall the law banning discrimination in sale or rental of housing apply to the individual homeowner, or would such coverage abridge him of his rights as "master in his own home?" When, in other words, shall profit from sale or rental warrant regulation by government in "the public interest?"

Possible conflict between "the public interest" and the rights of the individual may be found in another related area: the use of quotas ("benign," to be sure) in order to achieve or maintain integrated housing. Here, "the public interest" might be defined by a governmental or non-governmental agency as requiring that individual buyers or lessees be denied -- above a certain quota -- their right to purchase or rent a home, in order that integration may exist in that building or development.

A realtor's challenge of the New York City Fair Housing Practices Law was overruled recently, despite spirited protests from the plaintiff, by a judge who declared that the realtor "must yield to what legislative authority deems is for the common good." (This is not to suggest that "the public interest" and "the common good" are synonomous concepts, but it would be interesting to know if the magistrate distinguishes between them." More such challenges can be expected.

The efforts to circumvent the residential segregation that produces de facto school segregation, by transporting pupils to schools outside their home neighborhoods, can be viewed in "the public interest" context, especially when majority group parents allege violation of individual or even "community" rights.

Civil rights workers and civil libertarians have come occasionally to a parting of minds, most recently in Washington, D.C., over the treatment to be accorded bigots who seek publicly to arouse hatred of minority groups. "The public interest" and individual freedom of expression are here the respective rallying points.

There is ample background for such an inquiry. The wealth of literature on "the public interest" ranges from Locke, Rousseau, and Mill to such contemporary philosophers and political scientists as Walter Lippmann, Robert Dahl, and Wayne A.R. Leys. While little has been written on "the public interest" in the area of civil

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rights, the wealth of experience there awaits only the researching and the writing. For this present project, however, impetus, inspiration, and direction will be derived largely from the report, PHILOSOPHY AND THE PUBLIC INTEREST, prepared by Professors Leys and Charner Marquis Perry for the Committee to Advance Original Work in Philosophy, an agency of the Western Division of the American Philosophical Association. Here, the philosophical framework is set for the consideration of civil rights concerns that are somewhat unique and certainly immediate.

Broader context for the inquiry is provided by NAIRO's current program of study and discussion aimed at helping the intergroup relations field achieve consensus on its goals, directions and priorities for the decade ahead. Discussion of such topics as the nature of intergroup relations practice, the relationship between public and private agencies, the changing status of the Negro American, and the changing interrelationships among religious groups impinges often and inevitably on questions of "the public interest" and group and individual rights. The proposed inquiry will both provide and derive content (and context) from the broader exploration.

> The NAIRO program, launched early in 1960, has included a national consultation, the papers and reports from which were published as a special issue of THE JOURNAL OF INTERGROUP RELATIONS; the establishment of several local study groups; and two regional study conferences. A second national consultation in September, the publication of additional papers on "decade ahead" concerns, and intensive discussion at the NAIRO Annual Conference in November will complete the program's first phase.

The method proposed for this inquiry borrows heavily from that used by the Committee to Advance Original Work in Philosophy in its 1958-1959 exploration. The essential ingredients are competent staff, extensive correspondence, expert consultation, and publication of the final report. These steps are suggested:

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(1) Establishment by NAIRO of a small project advisory committee to work with a competent research person in the preparation of a basic document that will set forth the basic issues and problems, with suggested definitions and dimensions.

(2) Circulation of this document among a selected group of philosophers, lawyers, political scientists, sociologists, intergroup relations practitioners, minority group leaders, and others. It is suggested that some of these, at least, be offered a modest reading fee. All will be pressed for written comment and suggestions.

(3) Preparation of a report, similar in nature to PHILOSOPHY AND THE PUBLIC INTEREST and incorporating -- as consensus, where possible -- the comments received. This document, still probably in mimeographed form, would be distributed to those invited to participate in one or more consultations.

(4) Organization of one or more consultations, at which a small, representative group would discuss the report and dictate its final content. Papers on specific issues might be solicited for presentation at the meeting(s) or invited as appendices of the final report.

(5) Publication and distribution of the final report, as a special issue of THE JOURNAL OF INTERGROUP RELATIONS. NAIRO would undertake, as one of its contributions to the project, to stimulate discussion of the report in regional meetings and local groups.

Financing of the project is required, over and above the contribution-in-kind that NAIRO is prepared to make. Salary must be provided for the part-time services of a competent research person, probably a social scientist from a college or university. Reading fees for some of the commentators are suggested as a means of encouraging thoughtful contributions to the report. Expenses of those attending the one or more consultations, and perhaps of those on the project committee at one or two planning meetings, must be paid. Mimeographing, postage, and other out-of-pocket "overhead" expenses require a modest allocation. Finally, partial subsidization of the special issue of the JOURNAL is required to cover increased size and to permit free distribution of copies over and above normal circulation.

The following budget is suggested:

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Salary, Project Director (part-time) - - - - - -	$ 3,750.
Consultants' reading fees - - - - - - - - - - - - -	1,000.
Consultation expenses, one meeting - - - - - - - -	1,000.
Committee expenses, two meetings - - - - - - - - -	600.
Secretarial help (part-time) - - - - - - - - - - -	1,000.
Postage, supplies, etc. - - - - - - - - - - - - - -	500.
Book and pamphlet purchase - - - - - - - - - - - - -	150.
Report publication (partial subsidization of special issue of JOURNAL) - - - - - - - - - - -	1,000.
TOTAL:	$ 9,000.

(NOTE TO NAIRO BOARD: I append the statement of actual expenses of the Leys-Perry project.

"Here are the actual expenditures for the project on 'Philosophy and the Public Interest':

Wayne Leys and Charner Perry @ $40 per day. . . .	$ 3,270.00
22 consultants @ $25 to $100 each	1,125.00
Wayne Leys for administering the project.	600.00
Secretarial help	942.47
Postage and supplies	276.04
Misc.	101.06
Travel expense of Committee	383.14
Books and pamphlets purchased	149.34
Antioch Press, printing & mailing 2000 copies . .	878.43

"This financial record assumes an absolute minimum of red tape and willingness of the project director to do the work in his spare time. We asked the Rockefeller Foundation for $7950. Rockefeller Foundation has had a $10,000 limit on grants that can be approved by their staff without Board consideration. The money became available in June, 1958, and the project was terminated July 31, 1959."

fib

800 Commercial Trust Building
Philadelphia 2, Pennsylvania

November 26, 1958

Mr. John V. P. Lassoe, Jr.
Executive Secretary
National Association of Intergroup Relations Officials
152 W. 42nd Street
New York 36, N. Y.

Dear John:

I know you will be happy about the prospects of being able to print the entire Housing Journal (see attached). What about the funds for the mailing of this journal?

Where do we stand on the travel expenditure for Emily K. Young? Will you be able to reimburse her for the Pittsburgh air trip?

George Culberson and I have been able to work out a meeting for the morning of December 10th when he will be in Philadelphia. He plans to bring most of th e Treasurer's material with him and we will have a session and hope to be able to talk about the Treasurer's duties.

I don't know whether I told you in Pittsburgh but we were able to work out a meeting between Bill Cousins of our staff and Harry Cohen of George's staff, who has been keeping the NAIRO books for George. Bill Cousins will be keeping the books for me and I hope the briefing Bill got from Harry Cohen will help in an orderly transition of the bookkeeping procedure.

I am hopeful of getting to New York within the next few weeks. When I do, I will try to arrange to meet with you so that you can brief me about the Board meeting in Pittsburgh. If you should happen to be coming through Philadelphia before then, please let me know. Perhaps we can get together sooner. I am hopeful that NAIRO can do more in the direction of raising some money from its Board member affiliate associates and through its local groups.

Cordially,

BIG:drb

Burton I. Gordin

cc: Miss Margaret Garrity - President
Mr. Frederick B. Routh - President-Elect ✓

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

GENERAL OFFICES: 1106 WATER BOARD BUILDING
DETROIT 26, MICHIGAN

REPLY TO: 800 Commercial Trust Building
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University of Miami
Coral Gables, Florida

December 12, 1958

Miss Margaret Garrity
NAIRO President
President's Comm. on Gov't. Contracts
3820 G.A.O. Building
Washington 25, D.C.

Dear Margaret:

I have just had a couple of sessions with George Culberson to brief me on the transfer of the treasurer's functions and duties. The transfer of monies and accounts and the disbursements should be accomplished without any hitch.

From George I understand it is customary for the treasurer to be appointed chairman of the finance committee. If you contemplate doing this, I would be anxious to select a good committee. I would be ready to make some suggestions right now except that I can't remember all of the members of the new board. As soon as I get a copy of the board minutes from John Lassoe, I will be prepared to make some recommendations to you for membership of the finance committee. I would be anxious to meet with the committee hopefully the day before the next board meeting.

Has a date been set for the board meeting and do I understand it will be in New York City?

I would also like to have some information about the decision of the board to raise $1,000 from board members of intergroup relations agencies. I have some ideas about how this might be done.

Cordially,

BIG:drb

Burton I. Gordin

CC: Mr. Frederick B. Routh, President-Elect
Mr. John V. P. Lassoe, Jr., Executive Secretary

February 6, 1959

Mr. Burton I. Gordin
N. A. I. R. O.
800 Commercial Trust Building
Philadelphia 2, Pennsylvania

Dear Burt:

Thank your for your letter asking me to serve on the NAIRO Finance Committee. I shall be more than happy to serve in this capacity.

Best regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

GENERAL OFFICES: 1106 WATER BOARD BUILDING
DETROIT 26, MICHIGAN

REPLY TO: Burton I. Gordin, 800 Commercial Trust Building
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DEAN GEORGE EPLEY
University of Miami
Coral Gables, Florida

January 27, 1959

Please answer and say yes —

Mr. Frederick T. Routh
Southern Regional Council
Atlanta 3, Georgia

Dear Fred:

I am asking you and several other NAIRO Board members to serve on the Finance Committee.

As President Elect I think it would be helpful to NAIRO, to the Finance Committee and to you if you would be on the Committee.

I would anticipate that we would meet the day before- or several hours before each Board meeting.

May I count on you?

Cordially,

Burt

Burton I. Gordin
Treasurer

BIG:mk

February 19, 1959

Mr. Burton I. Gordin
Treasurer, N. A. I. R. O.
Commission on Human Relations
Commercial Trust Building
Philadelphia 2, Pennsylvania

Dear Burt:

Unfortunately I cannot be in Chicago on the evening of March 5. I am due in LaFayette, Indiana on the 6th for a speech to the Panel of Americans and will not arrive in Chicago until the evening of the 6th (Friday).

As to the sale of stock now held by NAIRO, I believe we should not unduly restrict our ability to dispose of the stock at an auspicious time. Whatever mechanisms are set up for disposal of stock should be flexible and capable of swift action.

Regarding the bonding of the treasurer, I think this is a good idea. At SRC all who have access to the safe, who can sign checks, or who deal with financial matters are bonded.

As to a fund-raising drive, I believe we would have better success if we properly approached several of the foundations. Some of them are beginning to think in terms of general support, rather than limiting their support to specific programs. This needs further exploration.

Best regards to you.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls
cc: Margaret Garrity
John Lassoe

NAIRO Finance Committee - George W. Culberson 2/16/59
Ted Leskes, Fred Routh
Burton I. Gordin, Treasurer, NAIRO

Meeting of the Finance Committee

Would it be possible for us to meet briefly on Thursday evening, March 5th, before 9 o'clock, in Chicago just prior to the NAIRO Board Meeting, 9:30 a.m., on Friday, March 6th.

In addition to reviewing our current financial status, I thought we might discuss the sale of the stock now held by NAIRO and the special fund drive so that we might be in a position to make some recommendations to the Board. Another subject for discussion might be the recommendation in the auditor's report that the Treasurer be bonded.

Please let me hear from you.

cc: Margaret Garrity
John V.P. Lassoe, Jr.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

OR REPLY TO:

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ARNOLD ARONSON
N.C.R.A.C.
New York, New York

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President's Committee on Government Contracts
Chicago, Illinois

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Southern Regional Council
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Race Relations Department, A.M.A.
Fisk University
Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

MEMORANDUM

TO: Members of NAIRO Finance Committee

George Culberson — Ted Leskes
William Karp — Fred Routh

FROM: Burton I, Gordin, NAIRO Treasurer DATE: March 2, 1959

The Finance Committee will meet at 7:30 p.m., Thursday, March 5th in my room at the Hamilton Hotel, 20 South Dearborn, Chicago, Illinois.

In addition to the items which appear on the agenda for the board meeting, I would like to discuss with you the advisability of bonding the NAIRO treasurer and bookkeeper.

I look forward to seeing you on Thursday.

BIG/eg
cc: Margaret Garrity
John V.P. Lassoe, Jr.

Fred: Sorry you can't be there. See you Friday

Burt

PRESIDENT
MARGARET GARRITY
President's Committee on Government Contracts
Chicago, Illinois

PRESIDENT-ELECT
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Fair Employment Practices Commission
Detroit, Michigan

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Washington, D.C.
**NAIRO Regional Chairmen*

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

September 8, 1959

RECEIVED SEP 14 1959

Reply to:
800 Commercial Trust
Building
Philadelphia 2, Pa.

Mr. Harold C. Fleming, Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Fleming:

NAIRO's Board of Directors is asking your help in making possible continuation of the Internship Program. The modest sum of $1,000 is needed this year to supplement funds available for the administration of the program, now in its third year.

Specifically, we are asking you to transmit to your individual board or commission members our request for financial support of this program. If you prefer, and if you will provide us with the proper list, we would be happy to write directly to them. We are in effect asking for the type of pledge made so generously by NAIRO members to help finance the program in its first two years.

Since your agency participated in the Internship Program in the past, I know that you and your board members recognize the value and significance of helping to bring qualified persons into the field, and the importance of NAIRO's role in this process. Modest contributions - perhaps equivalent to the cost of NAIRO membership - from board members would serve both as a symbol of that recognition and as a concrete aid to our work.

Contributions to NAIRO are, of course, tax deductible. They will be welcome in any amount, and we shall deeply appreciate your cooperation and your board members' support.

May I hear from you soon?

Sincerely yours,

Burton I. Gordin

BURTON I. GORDIN
Treasurer

rg

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

Treasurer's Office: Commission on Human Relations
800 Commercial Trust Building
16 South Broad Street
Philadelphia 2, Pennsylvania

MEMORANDUM

August 3, 1960

TO : Board of Directors

FROM : Burton I. Gordin, Treasurer

SUBJECT: Financial Projection - August 1 to September 16, 1960

Attached is a report of our current financial status which will be helpful to you at the Board meeting next month in Philadelphia when we will consider whether we can continue to maintain our national office.

From my conversations with John Lassoe, I would gather that there is reason for some optimism that we may receive enough money from our current appeal to see us through 1960 at the level of current operating expenses.

We should have a clearer financial picture when we meet September 16-17.

BIG:mj
Enclosure

Treasurer's Office

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
800 Commercial Trust Building
Philadelphia 2, Pennsylvania

August 3, 1960

Financial Projection - August 1 to September 16, 1960

A.	Cash on Hand			
	Checking Account		$ 722.74	
	Severance Pay Reserve Account		968.10	$ 1,690.84
B.	Firmly Anticipated Income			
	Sale of remaining Gulf Oil Stock		4,941.09	
	Refund of Air Travel Deposit		425.00	$ 5,366.09
C.	Bills Outstanding - August 1, 1960			$ 1,384.18
D.	Anticipated Expenses August 1 to September 16			
	National Office			
	Salaries	1,833.01		
	Hospitalization	58.04		
	Social Security	17.55		
	Rent	116.68		
	Telephone	50.00		
	Postage	50.00		
	Office Sup.) Hospitality) Misc.)	25.00	$ 2,150.28	
	Treasurers Office		50.00	
	Presidents Office		-- --	
	Journal		-- --	
	Publications		-- --	
	Promotion (Reg.Chairmen)		-- --	
	Internship Seminar		-- --	$ 2,200.28
E.	Anticipated Balance on September 16 (Not including Severance Pay Reserve)			$ 2,504.37

Note: 1. The National office has two revolving funds (Travel $200.00, Office $250.) for which reimbursement requests have not been received for the month of July.

2. The foregoing projection makes no estimate of income from Dues or the sale of publications for the period August 1 to Sept. 16. In the normal course of events several hundred dollars can be anticipated from these sources.

3. We need an estimated minimum of approximately $2,500 a month to operate with our national office.

MEMORANDUM

TO: National Membership Committee

FROM: Frances Cousens, Chairman

SUBJ: Proposed Recommendations

DATE: August 3, 1960

Several suggestions made at the last Board Meeting have been referred to our Committee with the request that we submit recommendations to the next meeting of the Board of Directors on September 16-17.

Please consider carefully all the suggestions and indicate your opinion on the form which is provided. I will then coordinate the results of this poll and prepare the recommendations for Board consideration. You will receive a copy of the recommendations prior to the Board meeting.

1. A proposal to add a fourth category of membership was submitted to the Board at its last meeting by Mrs. Alma Scurlock of the Washington, D.C. Commission and recently named recruiter for the D. C. area.

2. The finance committee suggests that we consider a sliding dues scale based on salary levels. If you approve of this arrangement, please indicate what categories should be established, ie. salary range -- annual dues. You probably know that there is precedent for such an arrangement in many other professional organizations and societies including the Bar Association and the Teachers Federations, among others. The method of determining such a scale will require careful analysis and discussion by the Board and, for this reason, I am anxious to obtain your reaction to this suggestion.

3. A plan to change the billing date of annual dues from the present system whereby all members are billed as of January 1 of each year to the individual billing system whereby dues are to be paid on each anniversary of the date of joining. You should know that the latter system has been discussed with both John Lassoe and Frankye Brown who feel

that although this will entail some extra work for the national office, that it can be done. The suggested two dollars ($2) "service charge" will hopefully encourage members to pay their dues within the period of grace, thereby precluding the extra work of deleting names from the roster and then re-entering them.

4. Awarding prizes for recruiting members is a plan which is used in many voluntary associations. Please indicate whether you favor such a plan at all, whether you approve of the prize suggested or if you have an alternative suggestion.

It is very important that I hear from you immediately on all these matters. Please return the opinionaire and any additional suggestions you wish submitted to the Board for their consideration no later than August 29 so I will have sufficient time to analyze the responses, prepare the recommendations and let you know the results before the Board meeting.

I shall greatly appreciate your cooperation.

FRC:jer

Fair Employment Practices Commission
900 Cadillac Square Building
Detroit 26, Michigan

Suggested Changes in By-Laws of the

National Association of Intergroup Relations Officials

March 28, 1960

ARTICLE IV - MEMBERSHIP

A. Membership shall be limited to individuals and shall be of four classes:

1. Active: Any person primarily engaged in a professional staff capacity, whether salaried or volunteer; or any person recognized as an authority in the field of intergroup relations or its related areas.

2. Associate: Any person serving as a member of the governing board of any agency or commission; or otherwise engaged in the intergroup relations work of an agency or commission related to this field.

3. Participating: Any person, subscribing to the basic objectives and program of the Association, who does not fall into one of the three other categories.

4. Student: Any person enrolled in a recognized college or university with the intention of entering the field of intergroup relations or the social sciences.

B. The Board of Directors shall have authority over admission to membership in NAIRO, but may delegate to the Membership Committee, or its Chairman, or to the Executive Secretary, the power to receive and act upon applications for active membership, provided that such delegatees shall, wherever feasible, consult with active NAIRO members in the area from which the application is received. Subject to review by the membership at the annual business meeting, the Board of Directors may suspend or remove from membership, after opportunity for hearings and fair notice thereof, any person whose conduct is deemed harmful to NAIRO.

ARTICLE V - DUTIES AND PRIVILEGES OF MEMBW
ARTICLE V - DUTIES AND PRIVILIGES OF MEMBERSHIP

A. The Association shall establish and maintain a schedule of annual dues and fees for the four classes of membership:

1. Each Active member shall be entitled to: vote at any membership meeting; hold office; participate in conferences; serve, by appointment, on committees; receive all regular and special information services; and utilize the services of the Personnel Exchange and such other special services as shall be determined by the Board.

2. Each Associate member shall be entitled to: participate in conferences; serve, by appointment, on committees; and receive all regular information services.

3. Each Participating member shall be entitled to receive information services (except the Journal of Intergroup Relations) and to participate in conferences.

4. Each Student member shall be entitled to receive all regular informational services and to participate in conferences of the Association.

5. Any organization or agency may subscribe to the regular informational services of the Association. Special information or other services may be rendered upon request, with or without charge, as the Board of Directors may determine.

B. Any person having qualified for membership in the Association shall be eligible for renewal of membership in his particular category (except students who shall have completed their studies or are no longer in school) even when working on jobs not specifically related to the field of intergroup relations; provided such person shall either demonstrate interest in the field through continuing volunteer participation in intergroup relations, or shall remain away from active professional intergroup relations employment for a period not to exceed three years.

MISCELLANEOUS RECOMMENDATIONS

SCHEDULE OF DUES

1. Active members will pay dues of $15.00 per year.

2. Associate Members will pay dues of $15.00 per year.

3. Participating Members will pay dues of $5.00 per year.

4. Student Members will pay dues of $5.00 per year.

DUES PAYMENTS

1. Dues for the first year will be paid at the time a member joins the Association and on each anniversary of that date thereafter.

2. Members who are in arrears for a period of six months will be dropped from the membership roster.

3. A delinquent member who is dropped from the membership roster can renew his membership upon payment of one year's dues ($15.00) plus an additional sum of $2.00, or a total of $17.00.

PRIZES FOR MEMBERSHIP RECRUITMENT:

1. The member who recruits the greatest number of new members in the one-year period between national conferences shall be entitled to a prize which will consist of the travel expenses to the site of the next national conference.

2. The local chapter which shows the greatest increase of new members in the one-year period between national conferences shall be entitled to select one of its members to receive a prize which will consist of the travel expenses to the site of the next national conference.

SLIDING DUES SCALE FOR ACTIVE MEMBERS

Although the dues schedule for Associate, Participating and Student members shall remain constant, a sliding dues scale shall be established for Active members and shall be based on professional salary.

Discrete categories will be established for each salary range and dues determined for each salary category. Upon joining the Association, a member will indicate his salary range; when a member's salary category is changed either in the same agency or by joining the staff of another agency, he will so inform the national office. This information will be held confidential and will not be released to anyone other than the staff of the national office; however quantitative information, bearing no names, can be compiled and released when the need arises.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

NAIRO MEMBERSHIP:
CATEGORIES, ROLES, DUES, SERVICES, RECRUITMENT

At its meeting in Cincinnati on May 20-21, the NAIRO Board of Directors discussed a variety of proposals regarding membership categories, the dues scale, and membership roles. They asked the Membership Committee to consider these and to submit recommendations at the September 16-17 Board meeting.

The most detailed proposal, was submitted by Mrs. Alma Scurlock, ~~is attached.~~ In essence, it proposes division of members into four categories:

(a) Active: professionals in this or related fields.
(b) Associate: Board members or volunteers in intergroup relations agencies.
(c) Participating: all others who subscribe to NAIRO objectives.
(d) Student: enrolled students preparing for intergroup relations work or the social sciences.

Services would remain unchanged, although the new category (Participating) would not be entitled to receive THE JOURNAL OF INTERGROUP RELATIONS.

Not included in the proposed By-Laws change (above), but urged by Mrs. Scurlock, was a reduction in Associate dues (to unspecified amount) and establishment of $5 dues for Participating members. Her letter, also attached, outlines her reasons.

The Finance Committee, in discussing various means of solving the NAIRO financial plight, asked consideration of "a sliding scale of dues based on salaries so that better paid members could pay more. Dues could start at $10 and, in $5 multiples, could go to $25.00."

In Board discussion, there was some support for the separation of non-professionals from professionals into two or more categories, but no clear consensus. Some feared that this would make non-professionals feel unwanted ("second class citizens," in effect), and others did not want to so stress NAIRO's professionalism. Others suggested that non-professionals might be served better in a separate category, expressing the feeling that NAIRO was after all a professional association. The question was again raised: do we really want non-professional members? if so, how do we get them and keep them?

NOTE: In the March 1 tabulation of members, just over 100 of the 522 Active members were Board or Commission members.

In Board discussion, there was little or no support for the proposal to reduce dues for Board or Commission members, regardless of the category in which they were placed. Some felt that most Board or Commission members were better able, if less likely, to pay the $15 dues than the professionals. There was no real discussion of the Participating membership category, although one or two wondered what these members would get (and appreciate) if they did not receive the JOURNAL. At least one person, perhaps after the meeting, suggested a $10 membership category (unnamed) that would entitle the person to the JOURNAL and special publications, but NOT to the Personnel Registry, Newsletter or other professional services.

NAIRO MEMBERSHIP (2)

In Board discussion, no support was heard for the suggested sliding dues scale based on professional salary. One or two did feel that professional dues could be higher than $15, but others felt that, for some, this figure was already too high.

In private conversation, Harold Murray of the American Jewish Committee suggested that laymen be recruited — perhaps as a special council or committee or auxiliary, but not as Actual NAIRO members — to help undergird professional development by creating a public image of the prefession and by raising funds for NAIRO. Dues for this category should be $25, in return for such minimal services as the JOURNAL, an occasional (special) newsletter, and perhaps occasional special meetings. These would be, in effect, the "Friends of NAIRO." Their participation would help NAIR in publicity and finances, and would help the field by developing among the public and among these same laymen a better understanding of the profession and the professional.

NOTE: In line with discussion of professional and non-professional dues structure, it might be noted that the American Society for Public Administration has the following scale: senior member, $8; sustaining member ("indicating special interest in the Society"), $15; junior member (28 years or under), $4; student member, $4. ASPA charges members, albeit at a lower rate than non-members, for some of its services and regular and special publications, however.

Generalizing, it might be said that non-professional members have a higher "mortality" rate than professional members, although there are some who have belonged to NAIRO for years. Many join when they attend an Annual Conference, especially one in their own city. Others join because their agency (usually small, unstaffed FEPC's) pays their dues. Still others respond to a special plea from their staff person.

For most non-professional members, the major NAIRO service or activity seems to be the JOURNAL and an occasional Annual Conference. A few participate in local Chapter activities, and a few have commented favorably on the Newsletter. I judge that most feel, however, that they are supporting NAIRO rather than participating in it.

Special mention must be made of a substantial if shifting category among non-professionals: those, not students, who join NAIRO to take advantage of the Personnel Registry — those in other words who see NAIRO as a path to a career in intergroup relations. (Many students join, of course, for the same reason.)

It seems helpful to recap NAIRO's services and publications, available to all members (Active, Associate, Student) automatically or on request:

(1) THE JOURNAL OF INTERGROUP RELATIONS
(2) Special publications (e.g. Manpower Utilization Report)
(3) NAIRO Newsletter
(4) Various publications that we are asked to distribute (e.g. RACE RIOT)
(5) Personnel Registry notices (on request)
(6) Chapter membership (automatic)
(7) Annual Conference attendance, without fee (It has been recommended to the Executive Committee, however, that a $4 fee be instituted, for members and non-members alike)
(8) Department membership (automatic)
(9) Commission membership (on request)

OPINIONAIRE

Please vote on each of the following changes in the By-Laws and the suggested recommendations by placing a check mark in the blank which most nearly expresses your opinion. If you wish to change the language of any item, please present it on a separate sheet of paper.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
I. CATEGORIES OF MEMBERSHIP					
Add the category of PARTICIPATING MEMBER	____	____	____	____	____
II. DUTIES & PRIVILEGES OF MEMBERSHIP					
Including the new category of PARTICIPATING MEMBER	____	____	____	____	____
III. DUES SCHEDULE					
a. $15 for Active Members	____	____	____	____	____
b. $15 for Associate Members	____	____	____	____	____
c. $5 for Participating Members	____	____	____	____	____
d. $5 for Student Members	____	____	____	____	____
IV. TIME OF PAYMENT					
a. Renewal date to be on anniversary of joining.	____	____	____	____	____
b. Members to be dropped from rolls upon being six months in arrears	____	____	____	____	____
c. Additional $2 charged for failure to pay dues within six months if member wishes to rejoin.	____	____	____	____	____

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
V. PRIZES					
a. Do you favor the presentation of a prize to the individual member recruiting the greatest number of members in the year between national conferences?	____	____	____	____	____
b. Do you favor the presentation of a prize to the local chapter showing the greatest increase in membership in the year between national conferences?	____	____	____	____	____
c. Do you favor these prizes to be limited to individual members who are not, at the time, either an officer or member of the Board of Directors?	____	____	____	____	____
d. Do you favor these prizes to be travel expenses to the next national conference?	____	____	____	____	____
VI. SLIDING DUES SCALE					
a. Do you favor establishing a sliding dues scale for active members only, based on professional salary?	____	____	____	____	____

b. If yes, what scale should be established?

Salary Range

From $_____ to $_____ : Dues _____

From $_____ to $_____ : Dues _____

From $_____ to $_____ : Dues _____

Other _____ Dues _____

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
VII. "FRIENDS OF NAIRO"					
a. Do you favor the establishment of a new category for lay members as described?	____	____	____	____	____
b. Do you favor setting $25 as the annual dues for members in this category?	____	____	____	____	____

_____
Signed

FRC:jer

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
TWELFTH ANNUAL CONFERENCE
PITTSBURGH, PENNSYLVANIA
November 19-21, 1958

Not to be removed from file marked NAIRO - Lists

TUESDAY NIGHT REGISTRATION

Helen E. Amerman
Council for Civic Unity
437 Market Street
San Francisco 5, California

Arnold Aronson
N C R A C
55 West 42 Street
New York 36, New York

Thelma W. Babbitt
Amer. Friends Service Committee
20 South 12 Street
Philadelphia, Pennsylvania

Frank W. Baldau
Community Relations Board
123 City Hall
Cleveland 12, Ohio

Rita Beerman
Jewish Community Relations Council
200 Ross Street
Pittsburgh 19, Pennsylvania

Louise Blackham
Civic Unity Committee
1319 Second Avenue
Seattle, Washington

Marshall Bragdon
Mayor's Friendly Relations Committee
105 City Hall
Cincinnati, Ohio

Frankye I. Brown
N A I R O
152 West 42 Street
New York 36, New York

Mrs. Virginia Coffey
Mayor's Friendly Relations Committee
105 City Hall
Cincinnati, Ohio

Benjamin A. Collier
Commission on Human Relations
City Hall Annex
Paterson, New Jersey

David Danzig
American Jewish Committee
Glen Road
Sands Point, New York

Frank D. Davis
Pennsylvania F E P C
1401 Labor & Industry Building
Harrisburg, Pennsylvania

Lloyd Davis
Catholic Interracial Council
21 West Superior Street
Chicago, Illinois

Charles E. Decker
Indiana F E P C
Room 225 - State House
Indianapolis, Indiana

Paul E. Ertel, Jr.
Fellowship House
937 Lexington Avenue
Cincinnati 29, Ohio

Frank Fager
Board of Community Relations
565 N. Erie Street
Toledo, Ohio

Edwin L. Feiertag
Council for Civic Unity (NAIRO Intern)
437 Market Street
San Francisco, California

Lillian A. Friedberg
Jewish Community Relations Council
200 Ross Street
Pittsburgh 19, Pennsylvania

Harry Fleischman
American Jewish Committee
386 Fourth Avenue
New York 16, New York

Margaret Garrity
Pres. Committee on Government Contracts
105 West Adams Street
Chicago, Illinois

Irving Goldaber
Commission on Intergroup Relations
150 Nassau Street
New York 38, New York

Mr. & Mrs. Harry Golden
F E P C
River Rouge, Michigan

TUESDAY NIGHT REGISTRATION - 2

Carlos M. Gomez
Commonwealth of Puerto Rico
2030 Euclid Avenue
Cleveland 15, Ohio

Burton I. Gordin
Commission on Human Relations
800 Commercial Trust Building
Philadelphia 19, Pennsylvania

Mrs. Eugene H. Gould
Mayor's Commission on Human Relations
4817 Erving Avenue South
Minneapolis 10, Minnesota

Chester J. Gray
Ohio Bureau of Unemployment Compensation
2400 Euclid Avenue
Cleveland, Ohio

William Gremley
Commission on Human Relations
City Hall
Kansas City, Missouri

Robert S. Haas
Kingsley Association
220 Larimer Avenue
Pittsburgh 6, Pennsylvania

Marian Hargrave
Panel of Americans, Inc.
386 Fourth Avenue
New York 28, New York

John Hope, II
National Manpower Council
Columbia University
New York 25, New York

Rev. Phillip Hurley, SJ
Catholic Interracial Council
Fordham University
New York 58, New York

Jack Isselhardt
Kansas Anti-Discrimination Commission
Route 9
Topeka, Kansas

Theron A. Johnson
State Education Department
91 State Street
Albany, New York

K.C. Jones
Cleveland Urban League
2042 East 102nd Street
Cleveland, Ohio

Paul L. Klein
Commission on Intergroup Relations
150 Nassau Street
New York 38, New York

John V.P. Lassoe, Jr.
N A I R O
152 West 42 Street
New York 36, New York

Sidney Lawrence
Jewish Community Relations Council
20 West 9 Street
Kansas City, Missouri

Stanley Leibner
Jewish Community Council
152 Temple Street
New Haven 10, Connecticut

Wilfred C. Leland
Minnesota State F E P C
200 State Capitol
St. Paul, Minnesota

Theodore Leskes
American Jewish Committee
386 Fourth Avenue
New York 16, New York

Harold A. Lett
N.J. Division Against Discrimination
1100 Raymond Blvd.
Newark 5, New Jersey

Jean Drew Lightfoot (NAIRO Intern)
Community Relations Conference of So. Calif.
3224 W. Adams Blvd.
Los Angeles 18, California

Herman H. Long
Race Relations Department
Fisk University
Nashville, Tennessee

John A. Martin, Jr. (NAIRO Intern)
Stiles Hall, Y M C A
2400 Bancroft Way
Berkeley 4, California

TUESDAY NIGHT REGISTRATION - 3

Louis Mason, Jr.
Pittsburgh F E P C
518 City-County Building
Pittsburgh 19, Pennsylvania

Robert H. Mast
Commission on Human Relations
2024 Sonny Street
Pittsburgh 21, Pennsylvania

Mrs. Jessamine B. Merrill
Trenton Council on Human Relations
142 West State Street
Trenton 8, New Jersey

Alexander F. Miller
Anti-Defamation League
515 Madison Avenue
New York 22, New York

John P. Milligan
Division Against Discrimination
1100 Raymond Blvd.
Newark, New Jersey

Mr. & Mrs. Alfred Mitchell
F E P C
61 Walnut
River Rouge, Michigan

Joseph Monserrat
Commonwealth of Puerto Rico
322 West 45 Street
New York, New York

James D. Nobel
Council on Human Relations
677 The Arcade
Cleveland, Ohio

Geza Ratzenberger
F E P C
76 East Oak
River Rouge, Michigan

Frederick B. Routh
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Clifford E. Rucker
Governor's Human Rights Commission
117 University Avenue
St. Paul, Minnesota

Edward Rutledge
State Commission Against Discrimination
Finney Farm
Croton-On-Hudson, New York

George Schermer
Commission on Human Relations
800 Commercial Trust Building
Philadelphia 7, Pa.

Samuel Spiegler
N C R A C
55 West 42 Street
New York 36, New York

Ronald Stewart
Urban League (NAIRO Intern)
2410 South Michigan Avenue
Chicago, Illinois

Corneff Taylor
Commission on Human Rights
811 North Broadway
Milwaukee 2, Wisconsin

Douglas R. Turner
Commission on Human Relations
54 West Hubbard Street
Chicago 10, Illinois

W. Norman Watts
Pennsylvania F E P C
440 Bonsall Avenue
Yeadon, Pennsylvania

WEDNESDAY REGISTRATIONS

Mrs. Mattie B. Addis
SOHO Community House
2358 Fifth Avenue
Pittsburgh 19, Pennsylvania

Alexander J. Allen
Urban League of Pittsburgh
200 Ross Street
Pittsburgh 19, Pa.

Louise M. Anderson
Kingsley House
220 Larimer Avenue
Pittsburgh 19, Pennsylvania

Richard Anliot
Pa. F E P C
1515 Pgh. State Office Bldg.
Pittsburgh 22, Pa.

WEDNESDAY REGISTRATIONS - 4

Aaron Antonovsky
S C A D
60 Clark Street
Brooklyn, New York

Herbert A. Aurbach
Commission on Human Relations
518 City-County Building
Pittsburgh 19, Pennsylvania

Calvin D. Banks
Tri-State NAACP
260 South 16 Street
Philadelphia 2, Pa.

Clarence E. Barnes
Canton Urban League
819 Liberty Avenue
Canton, Ohio

Mrs. Rebecca Barton
Governor's Commission on Human Rights
State Capitol
Madison, Wisconsin

Carol Bauer
American Service Institute
4349 Andover Terrace
Pittsburgh 13, Pa.

Ernest H. Bean
1030 Valonia Street
Pittsburgh 20, Pa.

Don Beatty
Ohio Bureau of Unemployment Compensation
427 Cleveland Avenue
Columbus, Ohio

Mrs. Harry Berlin
PCIE - JCRC
1040 S. Negley Avenue
Pittsburgh, Pa.

Martin H. Bickham
Evanston Interracial Council
429 9th Street
Wilmette, Illinois

John I. Binkley
Anti-Discrimination Commission
655 Broadway, Room 910
Denver 3, Colorado

Mrs. I.E. Binstock
5621 Callowhill Street
Pittsburgh, Pa.

Mrs. Hillary Bissell
Human Relations Commission
234 College, N.E.
Grand Rapids, Michigan

Bob Blackburn
NCCJ
1211 Chestnut Street
Philadelphia 7, Pa.

Bobbie Blackmon
F E P C
279 Frazier Street
River Rouge, Michigan

Virgil Border
NCCJ
721 Olive Street
St. Louis 1, Missouri

Mrs. Garda W. Bowman
S C A D
270 Broadway
New York 7, New York

Edward F. Boyd
Encampment for Citizenship
2 West 64 Street
New York 23, New York

Carl Braden
4403 Virginia Avenue
Louisville, Kentucky

Gaines T. Bradford
Pittsburgh Urban League
200 Ross Street
Pittsburgh 19, Pa.

Rt. Rev. Msgr. William T. Bradley
New Mexico F E P C
P.O. Box 443
Santa Fe, New Mexico

Elmer Paul Brock
NCCJ
1011 Washington
Wilmington, Delaware

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Ivis J. Calvet
Catholic Interracial Council
330 East 19 Street
Brooklyn, New York

Philip Camponeschi
Baltimore F E P
Peoples Court Building
Baltimore 2, Maryland

Angelo Carrabba
Kingsley House Association
220 Larimer Avenue
Pittsburgh 6, Pa.

Walter D. Chambers
Mayor's Commission on Group Relations
Room 214 - City Hall
Newark 2, New Jersey

Albedt Chernin
N C R A C
55 West 42 Street
New York 36, New York

Dennis Clark
Commission on Human Relations
800 Commercial Trust Bldg.
Philadelphia, Pa.

Joseph C. Coles
Commission on Community Relations
2481 Edison
Detroit, Michigan

Mrs. Anne H. Cook
Michigan F E P C
107 E. Benton
Greenville, Michigan

Frances R. Cousens
Michigan F E P C
900 Cadillac Square Bldg.
Detroit 26, Michigan

William M. Cousins
Commission on Human Relations
800 Commercial Trust Building
Philadelphia, Pa.

David C. Cowley
Commission on Community Relations
1106 Water Board Bldg.
Detroit, Michigan

George W. Culberson
Commission on Human Relations
518 City-County Building
Pittsburgh 19, Pa.

Roberta D'Amico
Urban League of Greater New York
51 East 93rd Street
New York 28, New York

Samuel J. Daniels
Commission on Interracial Problems
719 St. Paul Street
Baltimore, Maryland

David Danzig
American Jewish Committee
Glen Road
Sands Point, New York

Lewis H. Deer
J.C.M.S.
222 South Downey
Indianapolis, Indiana

Mrs. Mitchell B. DeGroot
4625 Fifth Avenue
Pittsburgh, Pa.

Walter J. Ducey
Commission on Human Relations
54 West Hubbard
Chicago, Illinois

Robert Andre Dumas
Commission on Human Rights
6023 Ellsworth Street
Philadelphia 43, Pa.

Eleanor T. Dungan
Commission on Human Relations
54 West Hubbard Street
Chicago, Illinois

Arthur J. Edmunds
Urban League
200 E. Kearsley Street
Flint 2, Michigan

Dr. Dean G. Epley
University of Miami
Coral Gables, Florida

L.H. Ervin
F E P C
1224 Metropolitan Bldg.
Minneapolis, Minnesota

./.

Maurice B. Fagan
J C R C
260 South 15 Street
Philadelphia 2, Pa.

Jean Fairfax
American Friends Service Committee
20 South 12 Street
Philadelphia 7, Pa.

John G. Feild
Michigan F E P C
4335 Leslie Street
Detroit, Michigan

Marion Finkelhor
118 Hastings Street
Pittsburgh, Pa.

Richard K. Fox
F E P C
200 State Capitol
St. Paul, Minnesota

Alphonse F. Gion
Commission on Human Rights
419 E. State Capitol
Madison, Wisconsin

Ralph M. Goglia
Commission on Civil Rights
265 Richmond Avenue
West Haven, Connecticut

Rev. Edward T. Graham
Florida Council
356 N.W. 9th Street
Miami, Florida

Madeline Greco
American Service Institute
200 Ross Street
Pittsburgh 19, Pa.

Robert J. Greene
Michigan F E P C
900 Cadillac Square Bldg.
Detroit 26, Michigan

Walter R. Greene
Michigan F E P C
18846 Charles Street
Detroit 34, Michigan

Eunice S. Grier
NYS Commission Against Discrimination
270 Broadway
New York, New York

George W. Grier
S C A D
900 Riverside Drive
New York 32, New York

Fred Grossman
Anti-Defamation League
225 South 15 Street
Philadelphia, Pa.

Shirley I. Guinot
F E P C
22238 Pembroke
Detroit, Michigan

Robert L. Hale, Jr.
Relocation Office
318 City Hall
Syracuse, New York

Ethel Ramos Harris
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-to be continued-

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NAIRO - Dec. 1958

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

24 March 1959

Dear Fred:

How do you like the enclosed? Just goes to show that with the proper tools, one can almost perform miracles.

The Membership Directory is now in process of being printed for the membership. Membership complications held up its preparation. You should be receiving one after the Easter vacation period (around the 15th of April). Many changes in this year's.

Best wishes.

Sincerely,

Frankye

Frankye I. Brown

Enclosure

Dr. Frederick B. Routh
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

NAIRO - gen. 1964

MEMORANDUM

TO: NAIRO Leadership 24 Feb 1964

FROM: Joe Allen & Fred Routh

SUBJECT: NEXT NAIRO BOARD MEETINGS

The next Meeting of the NAIRO Board (NAIRO Leadership invited) will be held on Tuesday, 21 April in Louisville, Kentucky at the Stouffer Inn. There will be a reception there the evening before, Monday April 20 starting at 7:30 p.m.

We are enclosing reservation cards for your convenience; they should be filled in and sent to Stouffer's Inn, 120 West Broadway, Louisville 2, Kentucky.

For those Board Members and NAIRO Leaders who live in New York or Washington, Eastern Air Lines has good flights to and from Louisville.

Going down Monday Eve: (both dinner flights)

From N.Y. Flt. #411 5:05 p.m.; arv. Louisville 6:53 p.m.

From D.C. Flt. #403 5:35 p.m.; arv. Louisville 7:24 p.m.

Coming back Tuesday Eve: (both dinner flights)

To N.Y. Flt. #106 6:00 p.m.; arv. N.Y. 7:51 p.m.;

To D.C. Flt. #406 5:30 p.m.; arv. D.C. 7:01 p.m.

The next Meeting of the Board will be held in New York on Tuesday June 30th. Details as to where will be sent prior to the meeting but we wanted you to mark your calendars now to reserve the date.

10:AM - June 30 Brotherhood Bldg. in Action 560-7th ave N.Y.

Of special interest to you all will be the knowledge that the NAIRO-Eleanor Roosevelt Human Rights Intern Program is underway. The Human Relations Institute of the American Jewish Committee is conducting a ten day training seminar for the Interns at the Potomac Institute in Washington. There are twenty five live, warm bodied Interns in residence

for the seminar who are assigned to a wide variety of governmental and private agencies at the close of the Seminar on March first. Another group of twenty five Interns will be trained at a similar seminar in July. Agencies interested in securing an Intern should write to:

NAIRO Career Service Board
2027 Massachussetts Avenue, N.W.
Washington 6, D.C.

See you in Louisville! Warm regards to all.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

1106 WATER BOARD BUILDING

DETROIT 26, MICHIGAN

April 16, 1957

SPECIAL TO NAIRO MEMBERS:

Enclosed you will find a copy of an excellent report prepared by our Sub-Committee on Program Development and acted upon by the Executive Board at its meeting held in New York City, April 12-13. The Board has established a Personnel Committee consisting of the following members: Harold Lett, Chairman; Arnold Aronson, and Charles Livermore. This Committee has been given responsibility for processing and recommending a candidate for the position of Executive Secretary of NAIRO. A selection will be approved by the Board in the very near future. The Committee will welcome all recommendations, suggestions, comments and applications. Please write or call Harold Lett, Division Against Discrimination, 1100 Raymond Boulevard, Newark 5, New Jersey. Do this by April 24, 1957.

Additional information on other aspects of this year's NAIRO program as approved by the Board will be forthcoming in the next week or so.

Very truly yours,

John G. Feild

John G. Feild
President

JGF:je

REPORT OF THE SUB-COMMITTEE ON PROGRAM DEVELOPMENT
(With Recommendations As Approved by the Board of NAIRO)
April 12, 1957

The Committee assembled at 10:00 a.m. the morning of March 25, 1957 in the offices of the National Conference of Christians and Jews, 43 West 57th Street, New York City. Present: Arnold Aronson, Dan Dodson, Burton Gordin substituting for George Schermer, David Danzig, Alexander Miller, Louis Radelet, Charles Livermore, and Harold Lett. Dave Freeman of the Fund for the Republic attended the earlier part of the session.

FUND REPORT Dave Freeman reported upon developments, indicating that matching funds were assured to the point that the Professional Development Program could be initiated as early as April 1. The Columbia and New World Foundations are providing matching funds and NCCJ is diverting professional training funds to the project. The Fund for the Republic hopes to be able by April 1 to produce its $20,000 administrative grant, and the additional $30,00 allocation toward interneship subsidies. There are still in prospect, matching funds that may be applied to the project from McGregor, Field, Whitney and the Kansas City Foundations. Mr. Freeman stated that these do not represent commitments at the moment, nor are the assured matching grants mentioned earlier agreed upon for the second year of project operation. The Fund for the Republic will select the agencies to which their grant of $30,000 is being made, with the idea of assuring a reasonable spread of interneships among public as well as private agencies, and among local, state and federal bodies represented in the public agencies. It was emphasized again that the selection of local internes was the sole perogative of the agency for or through whom the grant was secured.

The Fund for the Republic had not considered a common starting date, assuming that each agency would start its operation as soon as matching funds were assigned. Committee consensus, however, determined that the project would be served better if a starting date were agreed upon, sufficiently far ahead that the machinery for supervision and controls could be created without dangerous haste. It was agreed the Committee present to the Board its

RECOMMENDATION, That the Administrator or Executive Secretary begin his duties as soon after April 1 as possible, but not later than June 1; and that all agencies participating in the first year's training project, begin the interneship operations on or about September 3, 1957. (Among other administrative reasons, this recommendation stressed the need for comparable experiences of all internes and supervisors, as they would be called upon to participate in the seminars to which the project is committed.)

GROUND RULES The following were a number of "ground rules" agreed upon between the Fund representative and the sub-committee members, for recommendation to the Board for consideration and adoption:

1. Although the round figure of $5000 has been used as the size of interneship grant, this is not intended to fix a salary floor, in the sum of compensation to which an interne is entitled. This is intended to remain a matter as between agency and interne.

2. Grants for interneships to public agencies may be seen as a different and more difficult problem, inasmuch as it is unlikely that such grant could be entered into the public agency book-keeping arrangements.

3. Fixed standards regarding agency operation, training routine, etc., have not and will not be set up by the Fund for the Republic in their selection of participating agencies. It is possible that an outline for "information guides" may be prepared as an aid to agencies, as long as it is mutually understood that such guides would not be binding upon the agency; e.g.

   a. It is implicit in the program that each interne be given as broad an experience as possible: (1) that national agencies provide experience in local or regional offices wherever possible; (2) that all agencies attempt to expose the interne to work with ethnic, religious and racial groups.

   b. It may be advisable to arrange that adjustment of travel funds be made for agencies and internes from geographic areas far removed from seminar location.

4. It is expected that the administrator will schedule his work that he may spend adequate time with each participating agency, in periodic intervals satisfactory to the Board. In collaboration with the Board, or such committee as the Board may designate for the purpose, he will assist participating agencies in assuring that the broadest and most effective training experience is being given, and that his observations and evaluations may be so recorded as to form a body of study data of value to the sponsors.

5. At least one participating agency is exploring the possibility that academic credits be made available through the interneship program. No thought has been given to this, and no recommendations are forthcoming.

6. It is suggested, again without specific recommendation that would be binding, that consideration be given to some form of agreement or moral commitment, that an interneship recipient remain in the field of work for at least one year, if possible, after completion of his interneship. Implicit in this suggestion is that the agency accept a similar moral commitment to aid in the placement of an interne whose work would justify such aid.

PROJECT NAME RECONSIDERED — A move to reconsider the name of the project as originally proposed to the Board and accepted by it, gave expression to considerable dissatisfaction with the "Residency" appelation. It was felt that this implied a professional level of operation that would be misleading, if not presumptuous. On the other hand, "apprenticeship" suggested a level beneath that upon which we believe the project is operating. It was formally moved, seconded and adopted that it be the Committee's

RECOMMENDATION, That the Board be requested to rescind the action in which the term "Residency" was adopted within the formal name of the project; and that the word "Internship" be used in its stead.

With further reference to the project name, rather than set up in formal fashion any number of named "Internships", it was the Committee's

RECOMMENDATION, That the Sub-Committee on Program Development formulate a list of names or a roster of persons, now deceased, whose names were prominent in this field of endeavor, submitting such roster of names to donors of gifts or grants with the request that their grants be known by a name acceptable to the donor.

It was further felt that the proper name of the program, viz: The National Intergroup Relations Professional Development program (NIRPeD) was ponderous, even though descriptive. The Committee took no action except to suggest further thought in the matter until an Administrator has been appointed and begins giving attention to details of organization.

RECOMMENDATION, That the Administrator be known as "Executive Secretary" of NAIRO, with priority of duties in his responsibility to the National Internship Program.

EXECUTIVE DUTIES Attached is the general outline of duties as defined by the Sub-Committee for each of the administrative responsibilities. The Sub-Committee presents the list as

RECOMMENDATION, That the attached list be received by the Board, as criteria by which to determine the selection of an administrator, and by which to give specific assignments and responsibilities to the person so selected.

NAIRO HEADQUARTERS With respect to the location of NAIRO headquarters the Board voted to defer until after the selection of the Executive Secretary the question of location of NAIRO headquarters, with the decision to be made by the Executive Secretary in consultation with the executive committee of the Board.

CANDIDATES The Committee approached the subject of candidates from the first position of salary available. After discussion, it was the Sub-Committee's

RECOMMENDATION, That the Board adopt and budget a salary of $12,000 per annun. It is recommended that NAIRO's personnel policy include favorable consideration of fringe benefits.

RECOMMENDATION, That the Personnel Committee be empowered to process applicants, to make recommendations, and to report to the Executive Committee, which shall make the selection, subject to approval by the Board.

A three member Personnel Committee was created, composed of Harold Lett, Chairman, Arnold Aronson, and Charles Livermore.
The Executive Committee shall be composed of the six officers and three members at large, elected from the board. These were: Herman Long, Marshall Bragdon, and Alex Miller.

OUTLINE OF DUTIES OF EXECUTIVE SECRETARY OF NAIRO, AS ADOPTED BY THE BOARD

1. Serve as Secretary ex-officio of NAIRO Board and as Executive Secretary of the Association.

2. Coordinate the National Internship Program.

   a. Maintain registry and files of participating agencies and scholarship beneficiaries.

   b. Formulate and implement controls for program progress reporting, and for evaluation of agency and interne experience and progress.

   c. Engage in visitation and observation of participating agency operations and effectiveness; design and implement program of inter-agency exchange of training experience.

   d. Plan and promote seminars, institutes and conferences consistent with program needs.

   e. Function in liaison and advisory capacities with the Fund for the Republic and program participants.

   f. Assist in necessary fund-raising efforts for the second and any subsequent years of project operation.

3. Coordinate work of Departments, Commissions and Committees.

4. Implement membership recruitment and renewal activities, and fund raising.

5. Maintain Association accounts in coordination with duties of Treasurer and Finance Committee chairman.

6. Promote NAIRO public relations activities.

7. Coordinate and implement NAIRO conference plans and business; supervise Board, conference and committee recording and reporting functions.

8. Promote NAIRO placement service program.

9. Attend to such other duties as may, from time to time, be delegated by the Board.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
152 West 42nd Street - Room 1508
New York 36, New York

Reply to: American Friends Service Committee
20 South 12th Street
Philadelphia 7, Pa.

January 14, 1958

Dear Board Member:

As suggested in the January 10th communication from Arnold Aronson, the attached report of meetings of the NAIRO Membership Committee held during the Kansas City Conference include four recommendations which require action of the NAIRO Board. They are as follows:

1. That the By-laws be changed to redefine "active" and "associate" members. exact wording was not suggested but the sense of the discussions points to something like the following:

   "...the Membership Committee recommended the By-laws define "active" members as those who are primarily engaged in intergroup relations in a professional staff capacity and that "associate" members be defined as those who are committee or board members of any agency or commission or any person subscribing to the basic objectives of NAIRO.

   "It was suggested dues might be different for the two different groups, possibly $15 for active and $10 for associate members. No specific recommendation was made, however, since time did not allow for full discussion of this subject."

2. That By-laws be changed in relation to regional representation by substituting "eight" instead of "four" in Article VIII, Item 1.

3. That permission be granted to President or Membership Committee Chairman to name four "Regional Representatives", in addition to the four Regional Chairmen appointed by the President, to serve on an interim basis until By-law change and that they be invited to attend Board meetings.

4. That a sum of $100 to budgeted for each Regional Chairman and Representative for travel and communication in setting up local groups.

Sincerely,

Thelma W. Babbitt
lw

Thelma W. Babbitt

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att.

NAIRO MEMBERSHIP COMMITTEE
REPORT OF MEETINGS - NOVEMBER 21-22, 1957
KANSAS CITY, MISSOURI

PRESENT: Thelma W. Babbitt, Philadelphia (Chairman); Louise Blackham, Seattle; Virgil Border, St. Louis; John Bugge, Los Angeles (Regional Chairman); Eleanor Dungan, Chicago; Louis Ervin, Minneapolis; Frank Fager, Toledo; Burton Gordin, Philadelphia (Regional Chairman); Garnet Guild, Des Moines; Nathaniel Jones, Youngstown, Ohio; Sidney Lawrence, Kansas City (Regional Chairman); Samuel Simmons, Detroit.

Guests: Nat Griswold, Little Rock; Henry Harper, Peoria, Ill.; Wade Mackie, Baton Rouge; Jessamine Merrill, Trenton, N. J.; Hugh Austin Savage, Singapore, China; Hans Spiegel, Springfield, Mass.

It was most encouraging to find such a sizeable number of NAIRO Membership Committee members present at the conference. Some measure of their interest and concern in the work of our Committee is the fact they were willing to attend meetings two mornings in a row at 8:00 and 8:30 A.M.! The Chairman would like to take this opportunity to publicly thank these friends for their interest and enthusiasm, as well as for their thoughtful consideration of the various questions on our agenda.

It was also extremely helpful to have present the above named guests who, though not formally members of the NAIRO Membership Committee, were nevertheless willing to meet with us and contributed significantly to our deliberations.

REGIONAL REPORTS

Note: At the NAIRO Board meeting in January 1957 encouragement was given to the development of local NAIRO groups. An Ad Hoc Committee submitted recommendations for this activity and the Chairman of the Membership Committee was asked to promote such local groups through the Regional Chairman. A budget of $100 for the use of each Regional Chairman was set up. The following is a report of activity this year.

Western Region - The Western Regional Chairman reported plans for a conference on the West Coast, probably San Francisco, shortly after the first of January. If this seems to be successful, there is a possibility of having a regional far western conference later which would include intergroup relations workers from a wider area of the West.

A report from Seattle showed a local group active - not primarily NAIRO-centered but a county group of eight intergroup relations agencies who meet regularly to look at problems, decide what needs to be done and who is to do what. This group also worked hard and successfully for civil rights legislation.

Northern Region - In the Chicago area two meetings have already been held to which were invited, in addition to NAIRO members in that area, a sizeable number of other intergroup relations workers. They now plan regular monthly meetings and will send copies of their programs to the Membership Committee Chairman for sharing with other regions. Attendance has been about 50.

Detroit is hoping to develop an active local group in that area this year. The hope was expressed that local groups could be developed in several other mid-western areas such as St. Louis, Minneapolis and Kansas City.

Eastern Region - The Philadelphia NAIRO group under a local chairman continues to meet regularly about four times a year. There are over 50 NAIRO members in the greater Philadelphia area. To this group is added quite a large number of non-members working in related fields who are invited to attend meetings. Two sub-committees have been active this year - one on Membership Standards and one on Professional Training.

The Sub-Committee on Membership Standards met several times and came up with a draft report to NAIRO Board on the general subject of membership criteria. A copy of this report, sent to the Chairman of NAIRO's Professional Standards Committee, proved helpful by reflecting the thinking of this local group. Copies were also shared with the Membership Committee and helped shape their recommendations to the Board on active and associate members.

The Philadelphia NAIRO Professional Training Sub-Committee has been meeting regularly to plan a seminar for intergroup relations workers this winter. This seminar will be conducted in cooperation with Martin Chworowsky, Director of the Greenfield Center for Human Relations, University of Pennsylvania, and his staff. It will consist of three weekly seminars beginning in mid-January (details may be had from the local NAIRO group).

Two open meetings were held in the spring at the University of Pennsylvania. One was with Otto Klineberg who spoke on "Recent Developments in Intergroup Relations". The other was on the "Philadelphia Elite" by Digby Baltzell, of the University of Pennsylvania. This fall a panel of speakers brought to local NAIRO members and others the inside story of the violence which occurred when a Negro family moved into Levittown in August, and an account of the steps taken by agencies and local groups.

Other Local Groups - Effort was made to develop local NAIRO groups in Pittsburgh, Washington and Boston. No meetings have been held as yet, but it is hoped this effort will be continued and these groups formed this year. It was also hoped an active NAIRO group might develop in the New York City area where there is a large concentration of NAIRO members.

No report was received from the Southern Region, but the group expressed the hope that there might be a special effort made this year to promote NAIRO membership and also to bring together those working in intergroup relations in that area. To this end further regional divisions are to be recommended and it is hoped this may result in more representation from this most important area of the country.

General Comments - It seemed obvious from these reports that there ought to be closer liaison between local groups in order to share ideas and information. Also important would be up to date reports on names and addresses of new members. Both these items probably ought to be the responsibility of the Membership Committee Chairman. The first would imply the need for each local group to be willing to send a copy of meeting announcements and program to the Membership Committee Chairman (in addition to Regional Chairmen). The second could be worked out by the NAIRO Executive Secretary sending the Membership Committee Chairman periodic reports of all new members' names and addresses. These could then be sent to the Regional Chairman in whose territory they belong. Reports of local group activity might also be channeled to the Executive Secretary for use in the monthly Newsletter and perhaps a periodic write-up for the Reporter.

TECHNIQUES FOR EXPANDING NAIRO MEMBERSHIP

The question was asked "Why expand membership?, Why do we want new members?". Perhaps the most important reason is to build and develop the profession of intergroup relations by bringing together workers in this field to constantly work toward higher standards. Of course, additionally, is the opportunity for exchange of ideas and techniques which comes from association with others who share the same goals and ideals.

We felt there is a need to more clearly define "active" and "associate" membership. Here we gave further thought to the need for continuing work toward defining the field and the worker. We considered both the report from the local Philadelphia group and that of the NAIRO Professional Standards Committee. However, until such time as such a statement is accepted, it seemed advisable to continue to use the present definition in the By-Laws, with some modification.

Although there was not sufficient time to consider the exact wording, the Membership Committee recommended the By-laws define "active" members as those who are primarily engaged in intergroup relations in a professional staff capacity and that "associate" members be defined as those who are committee or board members of any agency or commission or any person subscribing to the basic objectives of NAIRO. It was suggested that the dues might be different for the two different groups, possibly $15 for active and $10 for associate members. No specific recommendation was made, however, since time did not allow for full discussion of this subject.

NAIRO Pamphlet and Application Blank - Great need was again expressed for a pamphlet or brochure describing NAIRO and for an application blank which would define active and associate members. It was suggested the application might include space for references in order to help determine whether the individual was active or associate. The By-laws state that:

> Article IV, Item 2: "The Board of Directors shall have authority over admission to membership in NAIRO, but may delegate to the Membership Committee, or its Chairman, or the the Executive Secretary, the power to receive and act upon applications for active membership, provided that such delegatees shall, wherever feasible, consult with active NAIRO members in the area from which the application is received subject to review at the annual business meeting, the Board of Directors may suspend or remove from membership, after opportunity for hearings and fair notice thereof, any person whose conduct is deemed harmful to NAIRO."

Therefore, Regional Chairmen, local groups and individuals may stimulate and solicit membership applications which will then be acted upon by the Executive Secretary and/or the Executive Committee.

REVISED REGIONAL DIVISION OF NAIRO

This was the major subject on our agenda and received full consideration. The following regional division was agreed upon:

Northeastern Region

Maine
New Hampshire
Vermont
Massachusetts
Rhode Island
Connecticut
New York
New Jersey
Pennsylvania

Middle South Region

Delaware
Maryland
Washington, D. C.
West Virginia
Virginia
Kentucky
Tennessee

North Central Region

Iowa
Missouri
Kansas
Nebraska
North Dakota
South Dakota

South Central Region

Texas
Oklahoma
Arkansas
Louisiana

Northwestern Region

Washington
Oregon
Idaho
Montana
Wyoming

Southeastern Region

North Carolina
South Carolina
Georgia
Florida
Alabama
Mississippi

Southwestern Region

California
Arizona
New Mexico
Colorado
Nevada
Utah

Great Lakes Region

Minnesota
Wisconsin
Illinois
Indiana
Ohio
Michigan

Since the By-laws do not define the exact geographic boundaries of the regions, there is no need for change in this respect. However, the By-laws do state:

Article VIII, Item 1: "...further the President shall appoint for Regional Chairmen of the Association from four separate geographic regions of the country, to serve for terms of one year or until their successors are chosen, and these persons shall also serve ex officio on the Board of Directors, if not already members of the Board."

The Membership Committee recommends that the By-laws be changed to read:

"...The President shall apoint eight Regional Chairmen of the Association from eight separate geographic regions of the country, to serve for terms of one year or until their successors are chosen, and these persons shall also serve ex officio on the Board of Directors, if not already members of the Board."

However, in order to enable us to function on an interim basis until the By-laws can be amended, this Committee recommended to the Board at its meeting on November 21, 1957 that permission be granted the Membership Committee Chairman to name four "Regional Representatives" in addition to the four Regional Chairmen who will be appointed by the President, to serve this year and that they be invited to attend Board meetings this year. The Board granted permission for four Regional Representatives to be named to serve on an interim basis and agreed they should be invited to attend Board meetings.

At its meeting on November 22, 1957 the NAIRO Membership Committee suggested the following eight names for both Regional Representatives and Regional Chairmen:

1. Northeastern - NAIRO President to chose Regional Chairman from New York who is free to travel and help develop local group.

2. Middle South - John Hope, Nashville, Tennessee

3. Southeastern - Father Albert S. Foley, Mobile, Alabama

4. Great Lakes - David McNamara, Grand Rapids, Michigan

5. North Central - Garnet Guild, Des Moines, Iowa

6. South Central - Wade Mackie, Baton Rouge, La.

7. Northwestern - Louise Blackham, Seattle, Washington

8. Southwestern - John Buggs, Los Angeles, Calif.

In determining the geographic division, this Committee used two major criteria:

1. Commonality of problems

2. Ease of transportation

In choosing candidates for Regional Representatives and Regional Chairmen, the Committee considered not only individual competence, but the ability of the person to travel. It was felt that Representatives and Chairmen should make visits to local areas occasionally in order to promote and develop local NAIRO groups. In this connection, it was recommended a budget of $100 be provided each Regional Representative and Chairman for travel and communication in setting up local groups.

Thelma W. Babbitt
Chairman
NAIRO Membership Committee

December 4, 1957

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
152 West 42nd Street (Room 1508), New York 36, New York

NAIRO BOARD OF DIRECTORS MEETING
Chicago, Illinois
January 24-25, 1958

Summary of Action (Roman numerals refer to Agenda items)

I. Minutes of November Board meetings approved.

III. Treasurer's report for 1957 accepted with commendation.
Budget for 1958 approved.
Separate bank account for severance pay reserve authorized.
Finance Committee asked to develop form and content of financial report to contributing foundations.

IV. Ad Hoc Committee formed to boost REPORTER circulation.
Resources and Planning Committee asked to develop and coordinate Special Funds Drive for $2,500.

V. Commission on Interreligious Relations established.
Department of Research Services abolished.
Committee on Professional Standards charged with consideration of questions of job security.
New Plan for Operation and function of NAIRO Commissions adopted.

VI. Proposed change in By-Laws referred to membership with Board endorsement: increasing from four to eight the number of Regional Chairmen.
Appointment by President of four (interim) "Regional Representatives" approved: total of eight NAIRO regions established.
Function of Membership Committee redefined.

VII. Opening of NAIRO Internship Seminar to limited number of non-interns - on a fee basis - approved.
Suggested criteria for selection of internship agencies, 1958-1959, approved for use by participating foundations.
Active NAIRO effort to place interns after year's training approved.

VIII. Prospectus for NAIRO Research Conference to be basis for request for a grant.

IX. Resources and Planning Committee asked to consider proposal for summer workshop for intergroup relations practitioners.

X. Distrubition of Housing Study to be reviewed.

XI. Special Committee efforts to finance Washington, D.C., Study approved; administrative grant to NAIRO added to project budget.

XII. Personnel Registry services for non-members ended.

XIII. Executive Committee members elected - - Membership Committee chairman elected.
Conference Committee chairman elected - Chairmen approved for all other NAIRO bodies.

XIV. Extension of Annual Conference to four days approved; question referred to membership - by mail poll - for final decision.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
152 West 42nd Street (Room 1508), New York 36, New York

NAIRO BOARD OF DIRECTORS MEETING
Chicago, Illinois
January 24-25, 1958

PRESENT: (Board) President Aronson, Allen, Babbitt, Coffey, Culberson, Fager, Garrity, Gray, Lawrence, Leskes, Marks, Whitby.

(Non-Board) Lloyd Davis, William Gremley, John Lassoe, Jr.

I. APPROVAL OF MINUTES

The minutes of the November 19-20 Board meeting were approved as submitted. (MOTION: Fager-Leskes)

II. REPORT OF THE EXECUTIVE SECRETARY (John Lassoe, Jr.)

A. Membership: As of January 20, 451 members were carried on the roster, as follows: paid through 1958, 181; paid through 1957, 178; paid through 1956, 58; paid through 1955, 34. Since only members paid through 1957 or 1958 are considered to be in good standing, NAIRO's actual membership is currently 359. Urgent letters have been sent to the 92 delinquents, advising them that they will be dropped from membership unless dues are paid by February 28 (deadline for the compilation of the Membership Roster). After discussion, it was established that delinquent members may rejoin NAIRO without payment of back dues, although this is not to be encouraged until their memberships actually lapse.

B. Office Administration: Reviewing the office workload of the first six months, the Executive Secretary requested authorization to spend up to $30 monthly (excluding July & August) for necessary extra secretarial services. The Treasurer reported that this item, and one for vacation secretarial replacement, were included in the 1958 Budget under "Contractual Secretarial Services". The President noted the importance of continuing to farm out secretarial work to officers and members so that the NAIRO office would not be overwhelmed. Mr. Lawrence agreed to process the Board Minutes in his office, and Mr. Leskes volunteered the services of the American Jewish Committee in the publication of the NAIRO Membership Roster (mimeographed). These offers were accepted with appreciation. Mrs. Babbitt asked if Board minutes could be sent to the entire NAIRO membership, but it was later agreed that a summary of action in the NEWSLETTER would be sufficient.

C. Publications: The proposed DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID STAFF is in preparation; questionnaires have been sent to all known agencies in the field (list compiled by Helen Amerman). (The directory will be prepared and published by NAIRO in cooperation with the Anti-Defamation League.)

A brochure describing NAIRO and its activities, requested at the September Board meeting, was delayed pending review of NAIRO's structure. Assuming completion of the review at this meeting, the brochure will be prepared immediately afterwards.

Promotion of the REPORTER has been hindered by lack of time and the difficulty in obtaining good mailing lists. Mr. Aronson suggested that Board members could help by including sample copies (available from NAIRO in quantity, without charge) in their respective agencies' mailings.

III. REPORT OF THE TREASURER (George Culberson)

The Treasurer presented his report for the year 1957, together with audited reports for 1956 and 1957 (James O. MacLean, CPA). He noted that receipts from REPORTER subscriptions, sale of publications, and Intern Trainee pledges were considerably below budget estimates, while membership dues receipts were almost as budgeted. The Treasurer's report (copy attached) was accepted with high commendation. (MOTION: Gray-Whitby)

The question of financial accounting to sponsoring foundations (i.e. Fund for the Republic and McGregor Fund) was raised. Separate books on the expenditure of foundation funds were ruled out, and Mr. Fager suggested that the report should be in terms of program accomplishment rather than dollar expenditures. The form and content of the report were referred to the Finance Committee for recommendations by the May Board meeting. (MOTION: Allen-Gray)

Convening as a Committee of the Whole, the Board considered the 1958 Budget proposed by Mr. Culberson. As an introduction, he stressed the fact that the bulk of NAIRO's current annual income ($25,000 from foundation grants) was assured for only 1½ more years and that it was vitally important that NAIRO now build a cash reserve and at the same time develop new sources of revenue. He noted that Internship Pledges from members and others could not be expected to reach the $5,000 goal suggested originally; accordingly, the 1958 pledge estimate had been dropped to $2,500, and a Special Funds Drive goal of $2,500 added. Anticipated receipts from membership dues and Reporter sales had been based on a substantial increase in both.

Anticipated expenditures had been based on the first six months' operation of the New York office and represented a reasonable target estimate for 1958. They included a $25,000 Bond for the Treasurer (cost: $35 annually), which had been recommended by the auditor and which was duly approved by the Board; promotion (travel) expenses for four regional chairmen and four regional representatives, which was later confirmed by the Board; and an allowance for the Executive's Hospitality Expenses (to be approved individually by one officer other than Treasurer), which the Board also approved.

Reconvening, the Board approved the Budget for 1958 as amended (copy attached). (MOTION: Allen-Gray)

At the Treasurer's request, the Board authorized a separate bank account for the Executive Secretary's severance pay reserve.

IV. REPORT OF THE SUB-COMMITTEE ON FINANCIAL DEVELOPMENT (Mr. Culberson)

Meeting in Kansas City, The Sub-Committee offered five specific financial recommendations, dealt with by the Board as follows:

A. "A renewed drive for pledges to help NAIRO fulfil its commitment to raise $5,000 of its total budget this year" - Noting the fact that income from pledges in 1957 totaled only $1,765, Mr. Culberson again recommended that the 1958 goad be reduced to $2,500. He suggested that the Finance Committee be given the responsibility for this item.

B. "A renewed drive for new members with a goal of a net gain of 100" - Mr. Culberson suggested that the drive for 100 new members (net) and for renewals (to reduce the number of defections among 1955 and 1956 delinquents) be the responsibility of the Membership Committee.

C. "A renewed drive to increase the number of subscriptions to the NAIRO Reporter"- Mr. Culberson recommended the appointment of an Ad Hoc Committee on REPORTER Promotion - with the responsibility for active solicitiation of new subscriptions and with the power to increase subscription rates at their discretion to $2.50 (bulk) and $3.50 (individual). This was approved by the Board.(MOTION:Culberson-Marks)

D. "A special effort by the Executive Secretary and the Board to secure foundation grants for administrative purposes, as well as for special projects" - this was left as a staff-Board responsibility, with the specific understanding that foundation grants received would not be considered as Special Funds Drive receipts.

E. "Authorization for the Board to conduct special fund-raising events in select cities " - Mr. Culberson translated this into the Special Funds Drive budget item of $2,500. He noted that it would not be very easy to raise even this small amount through special events but felt that the modest goal would be good experience for years ahead. This was referred to the Resources and Planning Committee, which was asked to develop ideas for appropriate events or efforts that might be undertaken by local NAIRO groups. The Committee was also asked to coordinate such activities and to decide which types were appropriate for NAIRO.

V. REPORT OF THE SUB-COMMITTEE ON PROGRAM DEVELOPMENT

The Sub-Committee, instructed at the September Board meeting to review NAIRO's Commission, Department and Committee structure, met in Kansas City and offered several recommendations, dealt with by the Board as follows:

A. "The concept and structure of the Departments are sound. NAIRO members should automatically become members of Departments in accordance with the type of agency they work for." It was agreed that the Departments would operate as before: automatic affiliation of each NAIRO member with a Department; representation of each Department on the Conference Program Committee, to coordinate planning of Departmental sessions; Departmental emphasis on exchange of information (developments, methods, techniques, etc.) relating to professional function within that type of agency. Mr. Lawrence offered a strong recommendation that each department be encouraged to institute (or re-institute) a Departmental Newsletter.

B. "In accordance with the concept of agency representation noted above, a Research Department is an anomaly. NAIRO members whose principal vocation or interest is research might properly be members of Departments in accordance with agencies they represent. However, consideration should be given to proper placement within the Department structure not only of researchers but of NAIRO members who are members of universities or who are academicians." -- Accepting this recommendation, the Board abolished the Research Services Department. (MOTION: Culberson-Marks)

C. "NAIRO Commissions should consist of members who share a common field of work, interest or responsibility. The Commissions should be a medium through which information, knowledge and insights are exchanged."

D. "Consideration whould be given to the establishment of an additional Commission to deal with the subject of interreligious relations." This recommendation, echoed by the Local Private and Local Public Departments, was endorsed by the Board, and the Commission on Interreligious Relations was created. (MOTION: Gray-Culberson) There was some dissatisfaction with the Commission's name, and the Executive Committee was asked to consider possible alternatives.

E. "The Commissions Should define their interests and mobilize their resources and insights around specific topics." (See below)

F. "The structure of NAIRO as amended in accordance with the suggestions offered is essentially sound. It has not operated as well as it might partly because of the problem of communication and geographical distance among members. Meaningful work by Departments, Commissions, and Committees can best be done by groups of members who can meet on a local level." (see below)

G. "NAIRO leadership should formulate three or four meaningful questions for the Departments and Commissions and have these questions considered throughout the year by groups of NAIRO members on the local level. These questions could then form the major areas of discussion at the annual NAIRO conferences." (see below)

The last three recommendations were embodied in a detailed plan for Commission reorganization submitted by the President (see attached, Appendix I). He defined as two major NAIRO problems the question of participation by members in NAIRO activities between Conferences and the question of geographical representation in NAIRO bodies. Noting that under the present structure the two conflict, he suggested that greater activity in local NAIRO groups would seem to provide the best solution and that the Commissions could be related program-wise to these local bodies. In similar vein, he suggested that the primary responsibility of regional chairmen should be to organize and stimulate these local groups. The President's proposal (Appendix I) was adopted.(MOTION: Gray-Marks)

H. "Consideration should be given to the establishment of a new Committee to deal with job security for NAIRO members." The Board referred the question of job security to the Committee on Professional Standards (which may create a special sub-committee).(MOTION: Gray-Marks)

The Sub-Committee's report was accepted. (MOTION: Coffey-Allen)

VI. REPORT OF THE MEMBERSHIP COMMITTEE (Mrs. Thelma Babbitt)

Discussion of the role and function of the Membership Committee and its relationship to RegionalChairmen and Regional Representations (see below) brought the following consensus:

The Membership Committee has primary responsibility for recommending and enforcing membership qualifications, for recruitment and maintenance of membership (i.e. new members and renewals, including re-enrollment of delinquents). This Committee shall work with and through the Regional Chairmen and Regional Representatives.

The Regional Chairmen and Regional Representatives are primarily responsible for organizing and stimulating local NAIRO groups, for aiding them in their programming, for coordinating their activities, and for reporting on them to the Board. As representatives of the NAIRO Board, they are also responsible for interpreting NAIRO policy in their respective regions. Finally, they are responsible for appointing people within their regions to handle membership recruitment and renewals in cooperation with the Membership Committee.

In approving this interpretation, the Board also recommended to the membership a change in the By-Laws increasing from four to eight the number of regional chairmen, this to be voted on at the 1958 Annual Business meeting. In the interim, the Board approved the eight regions as defined by the Membership Committee and authorized the President to appoint four Regional Representatives, to supplement the four Regional Chairmen already authorized by the By-Laws. Although the Regional Representatives cannot have Board status until the By-Laws are altered, they are otherwise to fillthe same role as Regional Chairmen in their respective regions. (MOTION: Fager-Whitby)

Discussion of the definition of local NAIRO groups brought the following clarifications: (1) they are not "chapters" or "branches" in the formal sense but simply gatherings of NAIRO members in given cities or areas; (2) Each group is open to, and automatically includes, all NAIRO members in its area; (3) No one can belong to a local NAIRO group except as a member of national NAIRO but local NAIRO groups may invite non-members to take part in their activities; and (4) existing (non-NAIRO) local organizations of professionals may not affiliate formally with NAIRO except insofar as their individual members become members of NAIRO and come together on that basis (I. e. NAIRO continues to be an association of individuals only).

VII. REPORT ON THE NAIRO INTERNSHIP PROGRAM (John Lassoe, Jr.)

The Executive Secretary reported on the first six months of the Internship Program, offering four generalizations based on his contact with all but two of the first year's interns: (1) the intern selection process worked well, and all of the interns seem to be both promising for the field and well-placed in their particular assignments; (2) most of the interns are getting experience and training that is transferable, and most are therefore in a position to move into other agencies in this field (a few do not fall in this category because the context and/or nature of their training experience is not what would commonly be considered "intergroup relations"). (3) the agency selection process could be improved; some of the agencies were ill-chosen for this particular program; and (4) most of the agencies and most of the interns seem satisfied with their participation in the program; a few agencies lament the fact that they cannot give the supervision they would like to, and a few interns feel that they do not have clear training assignments.

The mid-year Internship Seminar, originally scheduled for March 1-14, has been postponed until April or May to permit more careful planning and the recruitment of an outstanding Workshop Leader. The Educational and Professional Training Committee, in addition, recommended that a limited number of non-interns be permitted to register for the two-week workshop on a fee basis. This was seen by the Committee as a tentative

exploration of a possible future NAIRO activity: training seminars for junior professional staff. It also suggested a partial means of support for the seminars after the major foundation grants have expired. The Board agreed that a limited number of non-interns (6) should be permitted to enroll for the Seminar at a total cost of $150.00 ($250 minus $100 scholarship), covering tuition and room and board. Criteria for the selection of these non-interns was left to the Educational and Professional Training Committee.

In considering the selection process for next year's internships, the Committee felt that some criteria for agency selection might be prepared for use by participating foundations; accordingly, a 9-point document, "Criteria for Agency Selection, 1958-1959", was prepared - officially at the request of the Fund for the Republic. The Board approved this document and directed that it be circulated.

The Executive Secretary noted that eight interns would be seeking employment at the end of their year of training and asked permission to circulate information about available interns among potential employers. He was directed to prepare a resume of education, experience, and reference sources on each of the available interns and to distribute those sheets before the end of their respective internships.

VIII. NAIRO RESEARCH CONFERENCE

Dr. Don Hager reported, by letter, that he was currently developing the plans for NAIRO's third Research Conference. Although the Research Services Department has been abolished, it was agreed that Dr. Hager would be asked to develop a prospectus for early submission to foundations as part of a formal request for a grant to cover Conference costs.

IX. NAIRO SUMMER WORKSHOP PROPOSAL

The Board referred to the Resources and Planning Committee a proposal submitted by Dr. Martin Chworowsky, Albert Greenfield Human Relations Center, University of Pennsylvania, for cooperative sponsorship of a summer (1959) workshop for intergroup relations practitioners. The Committee was asked to draft a more detailed proposal - in consultation with Dr. Chworowsky - for consideration by the Board at an early meeting. (MOTION: Babbitt-Coffey)

X. NAIRO HOUSING STUDY

Mr. Aronson reported that the Housing Study material originally compiled by Dr. Helen Amerman had been re-written by George and Eunice Grier for The Special Research Advisory Committee (Edward Rutledge, chairman). This had then been submitted to the Commission on Race and Housing in fulfilment of NAIRO's commitment under the special grant. Copies are being reproduced by the Commission for distribution to the NAIRO Board and the Special Committee. It was suggested that this might be reproduced by NAIRO for distribution to the general membership, perhaps as part of the report of the Commission on Housing and Family Life. The Board reserved decision until copies had been reviewed. The President, in mail consultation with the Board, will then decide on possible publication and distribution.

XI. WASHINGTON, D. C. STUDY PROPOSAL

Mr. Aronson reported that the Special Committee (Frances Levenson, Herman Long, George Nesbitt) was attempting to secure foundation support for this project. The Study Proposal, as currently outlined, was reviewed, and some members suggested that NAIRO's role needed clarification. The Board also asked that the project budget be redrawn to insure that no less than 5% of any foundation grant accrue to NAIRO for administration costs. (MOTION: Culberson-Allen) With these stipulations, the action of the Special Committee in seeking foundation support was approved.

XII. REPORT OF PERSONNEL REGISTRY REVIEW COMMITTEE (Chester Gray)

Mr. Grayreported for the Committee (which had also included: Paul Klein, chairman, Maurice Moss, Irene Miller, Richard Marks). Recommendations: That the Registry be continued for both members and non-members - free to the former but with a nominal charge for the latter (perhaps as an "associate membership," since New York laws forbid fees of any kind for this type of service); that each registrant complete a standard form or face sheet, which would be reproduced in quantity; that registrants continue to receive notice - by mail - of all job openings; that agencies, upon payment of a fee (recommended: $5.00) - would be entitled to receive copies of all registrants' face sheets; that agencies - without payment of a fee - might examine these same face sheets in the NAIRO office; and that procedures be developed for regular clearance of the Registry file and for follow-up survey of the Registry's service to registrants.

The Board noted that only 4 of the 125 current registrants were members in good standing and decided to limit the Registry to NAIRO members. It decided against any fee device designed to circumvent the New York law and asked instead that non-members be encouraged to subscribe to the NAIRO Reporter, in which monthly listings of job openings will still be carried. Feeling that the work of reproducing registrant face sheets would be an excessive burden for the NAIRO office at this time, it voted against making these available - on a fee basis - to agencies. Reservations about employer access to the Registry files were also expressed. It was decided that, for the present, the Registry would confine its services to members only and that strengthening of the Registry would be postponed until more members made use of it.

XIII. APPOINTMENTS AND ELECTIONS

A. The following were unanimously elected to the Executive Committee (in addition to the officers): THELMA BABBITT, JOHN G. FEILD, JOHN HOPE, II.

B. Mrs. Thelma Babbitt was unanimously re-elected chairman of the Membership Committee. By Board consent, the choice of the members of this Committee was left to its chairman in consultation with the President of NAIRO.

C. LOUIS MASON (Commission on Human Relations, Pittsburgh) was unanimously elected chairman of the 1958 NAIRO Conference Committee. Members of the Pittsburgh Conference Planning Committee were then confirmed as members of the NAIRO Committee.

Noting that the delay until January in the appointment of the various chairmen hampered NAIRO's activity and wasted at least two months of

the year, the Board recommended that hereafter the President-elect be prepared to name Committee, Commission and Department chairmen at the Boardmeeting immediately following the Annual Conference; that this post-Conference Board meeting be scheduled - in advance - as a full 1½-day session; and that it serve as the organizational meeting of the new Board, including on its agenda the preparation of the 1959 Budget and other key business matters. (MOTION: Babbitt-Lawrence)

D. In presenting his nominations for the various chairmanships, Mr. Aronson suggested thatconsideration be given now or later to two-year terms for Commission and Department chairmen, to give them greater opportunity to develop program and organize their units effectively.

Mr. Aronson also explained that he had reluctantly by-passed all current chairmen in making his 1958 appointments. Despite the excellent work that many of them had done, he felt that new faces should be introduced into leadership roles this year and that it was fairer to appoint a completely new slate than to single out a few for re-appointment. He added that, since none of the nominees had been approached in advance of the meeting, some might decline. All appointments are, therefore, tentative and confidential, pending acceptance.

The following Commission chairmen were nominated by the President and confirmed by the Board (geographic centers chosen in accordance with the Commission reorganization adopted earlier):

Nature, Scope & Theory (Detroit) - JOSEPH FAUMAN, Jewish Community Council

Manpower (Cleveland) - CHESTER GRAY

Housing (Philadelphia) - JOHN McDERMOTT, National Conference of Christians and Jews

Education (Chicago) - ANNABELE C. PRESCOTT, Chicago Public Schools

Interreligious Relations (New York) - ROY McCORKEL, National Conference of Christians and Jews

(Other Civil Rights) "Washington D.C.) - BENJAMIN SEGAL, Trade Union Program on Civil Liberties & Rights

It was decided that the 1957 Manpower Commission (Louis Mason, chairman) would remain in operation until publication of its report, scheduled for March 1. It was also decided that, in the event that a nominee could not accept the chairmanship, the President was authorized to choose a replacement in the same city.

The following Department chairmen were nominated by the President and confirmed by the Board:

Local Private - LLOYD DAVIS, Catholic Interracial Council, Chicago

Local Public - BURTON I. GORDIN, Commission on Human Relations, Philadelphia

State Public - JOHN BINKLEY, Colorado Anti-Discrimination Commission, Denver

National Private - ISAIAH TERMAN, American Jewish Committee New York (N.B. Mr. Terman decld)

Federal Services - BOOKER McGRAW, Housing & Home Finance Agency, Washington, D. C.

In nominating the NAIRO Committee chairmen, Mr. Aronson spelled out the assignment of each Committee for 1958.

Resources and Planning - Consisting of present officers and all past presidents, this Committee has the responsibility for exploring and recommending new program activities and new sources of income. Since the program and finance aspects are seen as inseparable (the one depending on the other), an earlier division of this Committee into two subcommittees has been abandoned. In 1958, this Committee has the special charge of developing and coordinating program activities that will implement the Special Funds Drive for $2,500. Chairman: LOUIS RADELET, National Conference of Christians and Jews, New York City.

Professional Standards - This Committee is expected to continue and expand the discussion of professional standards initiated by its predecessors. Starting point in 1958 will be the report developed by the 1957 Committee for discussion at the Kansas City NAIRO Conference. The Committee also has the special charge of studying questions of job security for NAIRO members. Chairman: GRACE MARR, American Nurses Association, New York City.

Resolutions - This Committee is charged with the development of a draft statement of concern, to be submitted to the NAIRO membership in advance of the 1958 Conference where it will be discussed and acted upon. The statement of concern is seen as a more appropriate alternative to specific, topical Conference resolutions, it is hoped that its early submission to the membership will encourage its consideration by local NAIRO groups in advance of the annual meeting. Chairman: SAMUEL SPIEGLER, National Community Relations Advisory Council, New York City.

Interprofessional Relations - Drawing on the members of NAIRO who are also active in other professions and other professional bodies, ((law, nursing, education, etc.), this Committee will seek to develop closer liaison with allied disciplines and to promote appropriate joint projects or activities. Chairman: CHARLES LIVERMORE, New York State Commission Against Discrimination.

Publications - Formerly this Committee was nominally responsible for all NAIRO publications, including the Reporter. In 1958, its primary concern will be the proposed JOURNAL OF INTERGROUP RELATIONS (6 issues, published bi-monthly), which will be based on the respective reports of the six Commissions. Chairman (and overall JOURNAL editor): S. ANDHIL FINEBERG, American Jewish Committee, New York City. (N.B. Dr. Fineberg declined)

Educational and Professional Training - Reactivated last year to serve as the Advisory Committee for the NAIRO Internship Program, this Committee will continue with its present membership for the duration of that program. By design, it is equally balanced among academicians, practitioners from internship agencies, and practitioners from non-internship agencies. It continues to be responsible for advising the Executive Secretary in his administration and coordination of the interns' training. Chairman (replacing Charles Livermore, who continues on the Committee): Dr. MARTIN CHWOROWSKY, Albert Greenfield Human Relations Center, University of Pennsylvania, Philadelphia.

Finance - Headed by the Treasurer, this Committee is responsible for the Annual Budget and for other matters relating to the administration of NAIRO finances. In 1958, it also assumes responsibility for securing and collecting both individual and agency pledges toward the NAIRO Internship Program. Chairman: GEORGE CULBERSON.

Conference Program - Continuing the practice inaugurated last year, this Committee is composed of representatives of each Department and Commission, together with such other members as the Chairman may appoint. It is responsible for planning the program of the 1958 Conference, subject to Board approval, and for securing the speakers. In 1958, its membership will be centered in the New York area. Chairman: IRVING GOLDABER, New York Commission on Intergroup Relations.

There was some discussion of the desirability of greater geographic representation in the chairmanships, especially in the South and Far West. Mr. Aronson noted that this year's appointments were at least a step in that direction and expressed the belief that the rotating city-centered Commission would, for example, locate eventually in almost every city in which there were even a few NAIRO members. The Board urged that this concern over wide geographic representation be borne in mind in future years and approved the appointment of all chairmen nominated. (MOTION: Whitby-Allen).

XIV. 1957 CONFERENCE: REPORT AND EVALUATION (Sidney Lawrence)

A. Finances: Despite the fact that approximately $925 was raised locally, the 1957 Conference incurred a $50 deficit. Mr. Lawrence indicated that this would be met locally but, as a matter of future policy, asked for a ruling on financial responsibility for the Annual Conference. The Board asked the Executive Committee to consider the question of whether NAIRO or the local sponsors should be financially responsible for the Annual Conference, and to report to the Board - with a policy recommendation - at the May meeting. (MOTION: Whitby-Culberson)

B. Mr. Lawrence presented a brief analysis of the Conference Evaluation sheets returned by some 41 member-delegates. The general sessions and the "opportunity for informal exchange" were rated as the best features of the Kansas City meeting; Commission and Department meetings were rated weakest. The general tone of the replies suggested that delegates felt crowded in time, and the Board went on record as favoring the extension of the Annual Conference to four days, i. e. Tuesday morning through Friday noon, followed by the Board meeting through Saturday. It was decided to poll the membership on this possibility, with an extension of the 1958 Conference (Pittsburgh) in mind if hotel reservations can be assured. The evaulation sheets

contained various program suggestions, all of which were relayed to the Conference Program Committee. That body was instructed to report to the Board at its May meeting.

The Board expressed its grateful appreciation to Margaret Garrity and the President's Committee on Government Contracts for the hospitality extended at this meeting.

APPENDIX I
Minutes, Board Meeting
Chicago, Illinois: January 24, 25, 1958

RECOMMENDATION: REORGANIZATION OF NAIRO COMMISSION STRUCTURE AND FUNCTION

A. The Commissions, now six in number, shall be localized this year around six cities in which there are nuclei of professionals especially interested in the respective areas of concern.

MANPOWER UTILIZATION :	Cleveland	NATURE,SCOPE & THEORY:	Detroit
HOUSING AND FAMILY LIFE :	Philadelphia	EDUCATION :	Chicago
INTERRELIGIOUS RELATIONS:	New York	(Other Civil Rights*):	Washington, D.C.

*The Commission - formerly known as the Commission on Civil Rights - that deals with such topics as Transportation, Recreation, Public Accommodations, Voting, etc., needs a title that is more accurately descriptive of its special concerns.

B. The Commission members in the respective cities shall constitute the Steering Committee of each Commission; NAIRO members located outside the Commission cities will be invited to affiliate as correspondent-participants.

C. The city-centered Commission cores shall be responsible for:

(1) Their Commission report, for which they shall serve as editorial committee. They may, of course, solicit articles from others.

(2) Formulation of a major topic of particular interest in their Commission's area of concern - for discussion in local NAIRO groups around the country and perhaps at the NAIRO Conference.

D. The six annual Commission reports shall be staggered at bi-monthly intervals (beginning with Manpower Utilization in March) and shall be the basis for the (NAIRO) JOURNAL OF INTERGROUP RELATIONS. Overall editorship of the JOURNAL shall be in the hands of NAIRO's Publications Committee; editorial supervision of each issue will be exercised by the city-centered core of the Commission reporting.

E. Each Commission will be represented on the Conference Program Committee by a New York area representative selected by the Commission chairman (the Conference Program Committee will be centered in New York City this year). This representative will help plan the 1958 Conference and, in the discussion of Commission sessions, will reflect the concerns of his own Commission members.

F. Localizing of the Commissions in the six cities shall be for one year only. It is contemplated that the Commissions will rotate from year to year among cities in which there are nuclei of NAIRO members, eventually covering all.

NOTE: This recommendation was adopted - in essence - by the Board of Directors without dissent.

APPENDIX II
NAIRO - 1958 BUDGET

ANTICIPATED RECEIPTS

Fund for the Republic		$20,000.00
McGregor Fund		5,000.00
Internship Pledges from Members:		
On hand	$ 800.00	
To be secured	1,700.00	2,500.00
Membership Dues:		
60 at Special Rate	600.00	
178 Other Renewals	2,670.00	
100 New Members	1,500.00	
92 Delinquent Members (estimated renewals: 30 at $25 each)	750.00	5,520.00
Reporter Sales:		
Bulk	2,000.00	
Individual	1,000.00	3,000.00
Publication Sales		200.00
1958 Non-member Conference Registrations		300.00
Interest on Savings Accounts		450.00
Special Funds Drive		2,500.00
TOTAL ANTICIPATED RECEIPTS		$39,470.00

Notes:

1. Internship Pledges - Finance Committee responsibility
2. New Members and Renewal - Membership Committee
3. Reporter Sales - Increase rates to $2.50 for bulk and $3.00 for individual. Establish special committee.
4. Non-Member Conference registrations - Local Conf. Com. responsibility.
5. Special Funds Drive - Resources and Program Development Committee

ANTICIPATED EXPENDITURES

Administration (national office)		
Salaries:		
Executive Secretary	$9,500.00	
Office Secretary	3,700.00	
PT Clerical Help	600.00	$13,800.00
Severance Pay Reserve		475.00
Employee Benefits:		
Hospitalization	83.00	
Social Security	177.00	260.00
Executives Hospitality Exp.		500.00
Rent		1,400.00
Equipment		85.00
Printing		1,000.00
Postage		800.00
Telephone		500.00
Office supplies		500.00
Addressing service		100.00
Travel:		
Transportation	1,500.00	
Board and room	1,000.00	2,500.00
President's Office		
Postage and telephone		200.00
Treasurer's Office		
Bookkeeper services	300.00	
Audit	60.00	
Postage and telephone	50.00	
Miscellaneous supplies	30.00	
$25,000 Bond	35.00	475.00
Reporter		
Manager's Services	1,000.00	
Printing	1,900.00	
Postage	350.00	
List changes	70.00	
Promotion & sales expense	100.00	
Miscellaneous	6.00	3,426.00
Publications		
Commission Reports (5)	500.00	
Other	200.00	700.00
Promotion		
Regional Chairman	400.00	
Regional Representatives	400.00	800.00
Internship Seminar		5,000.00
TOTAL ANTICIPATED EXPENDITURES		$31,261.00

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
COMPARISON OF ANNUAL BUDGET AND EXPENDITURES
JANUARY 1 to DECEMBER 31, 1957

INCOME

Source	Receipts	Anticipated Receipts
Fund for the Republic	$ 20,000.00	$ 20,000.00
McGregor Fund	2,500.00	5,000.00
Internship Pledges	1,765.00	5,000.00
Membership Dues	3,480.00	3,500.00
Reporter - Sales	1,289.31	2,400.00
NAIRO Publications	156.00	400.00
Revolving Fund Returns	620.00	
1956 Annual Conference	201.00	
1957 Annual Conference	2,791.45	
1957 Annual Conference Anticipated Surplus		300.00
Interest on Savings Account	225.00	
Miscellaneous	28.96	
	$ 33,056.72	$ 36,600.00

EXPENDITURES

Administration		Expenditure	Budget
Salaries			
Executive Secretary	$ 4,125.00	$	$ 9,000.00
Office Secretary	1,516.50		3,600.00
Secretary's Office Secy.	425.00	6,066.50	
Severance Pay Reserve			450.00
Hospitalization Insurance		63.40	200.00
Rent		463.84	1,800.00
Printing		404.79	1,500.00
Postage		449.27	500.00
Telephone		482.46	350.00
Office Supplies		451.58	300.00
Equipment		848.85	
1957 Annual Conference		2,837.28	
Miscellaneous	63.73		
1956 Annual Conference	38.72		
Moving Expenses	185.01	287.46	350.00
Travel			
Executive Secretary	1,390.73		
Personnel Committee	129.02	1,519.75	2,500.00
Revolving Fund Advances		620.00	
Deposit Guarantees			
Air Travel	425.00		
Rent	231.92		
Telephone	50.00	706.92	
Reporter		3,095.94	2,800.00
Publications			
Publications	98.68		
NAIRO Housing Report	500.00	598.68	700.00
Promotion-Regional Chairman			400.00
Internship Seminar			5,000.00
		$ 18,896.72	$ 29,450.00

Meeting of

NAIRO MEMBERSHIP COMMITTEE
Philadelphia Group

September 22, 1958

The following have agreed to serve on a Philadelphia Committee to consider how membership in NAIRO can be extended to reach more individuals who are engaged in Intergroup Relations in all parts of the country:

Jessamine Merrill, Trenton Council on Human Relations
Robert Blackburn, National Conference of Christians and Jews
Charlotte Epstein, Greenfield Center on Human Relations
Iris Collazo, Puerto Rican Migration Division
Howard Heller, Citizens Council for City Planning
Robert Pendleton, International Institute
Burt Gordin, Philadelphia Human Relations Commission
Emily Kimball Young, Philadelphia Human Relations Commission (Interne)

The development of this group is in accordance with the agreement reached at the May 2, 1958 Board Meeting of NAIRO (see Minute V.)

MINUTES

Present at the first meeting of this group were: Jessamine Merrill, Howard Heller, Iris Collazo, Robert Pendleton and Thelma Babbitt.

I. We were united in feeling that Regional Chairman and Representatives should first survey and make a list of the personnel of all local and state public and private human relations agencies, as well as local branches of national agencies.

NOTE: We wondered what had become of the Directory of Intergroup Relations which was being prepared by NAIRO.

II. National NAIRO should furnish each Regional Chairman and Representative with a list of members in his region. Each member should then be encouraged by Regional Chairmen to contact individuals in his area on a personal basis, explaining NAIRO and what membership can mean to an intergroup relations worker. Also emphasize NAIRO's need for his participation so the field may be enriched and developed from as wide a representation as possible.

It was suggested that a memo be sent to each NAIRO member stressing his obligation to build up the field of Intergroup Relations. Among the advantages of membership in NAIRO, we jotted down the following:

1. NAIRO Reporter, Newsletters, etc.
2. NAIRO Journals
3. Personnel Registry
4. Interneship Program
5. Opportunity for fellowship with others specializing in Intergroup Relations in many different agencies and with different minority groups.

In regions where there are few or no members this contact should be by the Regional Chairman as much as possible--by using the travel allowance available and/or by mail.

III. Emphasis was placed upon the need for NAIRO members to become acquainted with the local leadership of less known minority groups such as Puerto Ricans, Mexicans, American Indians and Orientals. Distinction was made between the fraternal or purely social organizations of ethnic, cultural and racial groups (e.g. the Polish American Club, Sons of Italy, etc.) and those set up to improve the lot of their own groups. NAIRO would not consider the fraternal groups to be suitable for membership but would the latter.

IV. The growing number of church-community relations staff in many denominations was seen as a source of potential NAIRO members.

It was also noted that many YMCA and YWCA branches have community relations workers. Also volunteers and Board members in all of these groups might be potential associate members.

NOTE: Could the National NAIRO office get a list of names and addresses of these people from the National Council of Churches and from the national offices of other groups mentioned?

V. The FHA, VA, Urban Renewal, Redevelopment and City Planning Groups are likely to have community relations workers and they should be encouraged to join NAIRO.

In fact, it was brought out that, really, decisions affecting intergroup relations are being made all the time by governmental agencies and intergroup relations workers are expected to deal with the problems created by these decisions.

VI. In some parts of the country local volunteer human relations groups are being formed. These people need the help and guidance of professional intergroup relations workers.

NOTE: This brought up a discussion as to whether National NAIRO could undertake a Consultant Service for such local volunteer groups. We would like to discuss this more and present it to the full Membership Committee at the Conference. This could perhaps be another service rendered to members

NOTE: We wondered whether there should not be more of an effort made by NAIRO to speak out on basic issues related to intergroup relations, thereby becoming better known throughout the country.

* * * * *

A next meeting will be scheduled for early October and at least one more before the Pittsburgh Conference.

Note to Regional Chairmen and Representatives

It would be so helpful to us if you could give us your reactions to the above material as soon as possible so we will have the benefit of your thinking as we go forward with plans for a meeting of the whole Membership Committee at the Conference. Please send us additional suggestions--both your own and those of your local groups.

Thelma W. Babbitt, Chairman
NAIRO Membership Committee

Minutes

FBR

MEETING OF
NAIRO MEMBERSHIP COMMITTEE
PHILADELPHIA GROUP

October 16, 1958

The following are serving on this local membership committee of the National NAIRO Membership Committee:

Thelma Babbitt, American Friends Service Committee, Chairman
Bob Blackburn, National Conference of Christians and Jews
Iris Collazo, Puerto Rican Migration Division
Charlotte Epstein, Greenfield Center for Human Relations
Burt Gordin, Philadelphia Commission on Human Relations
Howard Heller, Citizens Council for City Planning
Jessamine Merrill, Trenton Council on Human Relations
Robert Pendleton, International Institute
Helen Ware, Gloucester County, N. J. Goodwill Council
Emily Kimball Young, Philadelphia Commission on Human Relations

M I N U T E S

Those present at this meeting were: Thelma Babbitt, Chairman, Bob Blackburn, Iris Collazo, Charlotte Epstein, Howard Heller, Robert Pendleton, Emily Kimball Young

Guest: Marie Graber, French Exchange Social Worker, International Institute

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The Minutes of our September 22nd meeting were reviewed and copies of a letter from John Lassoe commenting upon various items in the Minutes were shared with those present.

This group heard with interest that the Directory of Intergroup Relations Agencies is in process of being printed. This should be a helpful guide to members and Regional Chairmen in promoting NAIRO membership.

We also are grateful for John Lassoe's offer of assistance in assembling names of personnel in national organizations which devote some part of their work to Intergroup Relations, such as, the Y.M. and Y.W.C.A., Church groups, Federal Agencies, etc.

It was nice to know we had scooped the NAIRO Board on the idea of a Consultant Service to be provided by National NAIRO. This will be a subject for discussion by the Resources and Planning Committee in Pittsburgh at the Conference. (See below for comments)

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I STUDENT MEMBERSHIP

This subject was discussed at length. We felt very strongly that a letter should be sent out by Regional Chairmen to the Sociology and Psychology Departments of many colleges and universities and to Social Work Schools in their areas, outlining the purpose and character of NAIRO, urging that students in these and related fields be informed about the existence of NAIRO and the advantages of membership.

On the latter point it was brought out that membership in NAIRO would help young people realize the scope of the field and encourage them to enter it.

We noted with satisfaction that the NAIRO Board will recommend to the Conference a "Student Membership" category. But there was very strong unanimous feeling that dues should be less than $5.00. It was felt $1.00 or $2.00 would be more suitable. The suggestion was made that National NAIRO should study costs and see what mailings could be made to students for this minimal fee. Probably the Reporter would be most important. Publications like the Journal and other special reports might be offered at an additional price.

This group recommends a fee of not more than $2.00 for student membership

II ACADEMIC MEMBERSHIP

NAIRO members from the academic group should have a special category and should not be classified as "local private agencies".

III PROPOSED CONSULTANT SERVICE

We realized the need for NAIRO to provide a paid Consultant Service but we also felt that ways should be found to provide some sort of minimal free Consultant Service for NAIRO members, especially in isolated areas and for local human relations groups who often have no budget and who may be called upon to deal with crises.

This group recommends the consideration of a free Consultant Service

IV FEDERAL AGENCIES

We reiterated our belief that intensive work should be done to enlarge NAIRO membership among the Federal Agencies. This becomes more imperative when one realizes the growing tendency of government agencies to be involved in Intergroup Relations work. Specific mention was made of the dire need for more emphasis on the Intergroup Relations aspects of FHA and Urban Renewal Programs.

Note: We felt National NAIRO might well make a concentrated effort to seek interviews with these agencies to emphasize this need and to get names of appropriate people.

V INTERNATIONAL INSTITUTES

There are 38 local branches of this organization which are affiliated with the American Federation of International Institutes. We should get names of Directors. There are also similar groups in Hawaii and Canada.

Note: Could National NAIRO provide these names to Regional Chairmen for follow-up?

VI INTERNATIONAL HOUSES

There are a number of these around the country. Some have Community Relations staff. Could we learn from New York where these are located? It was mentioned that often there is a Council for International Visitors connected with these International Houses and a need for developing a more active community relations program in connection with their work.

VII SETTLEMENT HOUSES

More and more, at least here in the Philadelphia area, Settlement Houses are playing an active role in developing block organizations to deal with problems of interracial and intercultural relations.

Note: Could National NAIRO secure information on this from the National Federation of Settlements?

VIII HEALTH AND WELFARE COUNCILS

Some possibility for NAIRO membership may well exist in these Councils since many have field workers engaged very directly in Intergroup Relations.

In the organizations mentioned under V, VI, VII, and VIII it is possible Associate Members would be produced in addition to some Active Members.

NOTE TO REGIONAL CHAIRMEN:

If it is possible to encourage discussion of some of these suggestions and ideas in your local groups, it would help us get a wider reaction from the total membership. Please let us have your ideas before the Conference.

Thelma W. Babbitt
Chairman
NAIRO Membership Committee

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS, 800 Commercial Trust Building, Philadelphia, Pa.

Statement of Receipts and Expenditures
January 1 to September 30, 1959

Receipts to 9/30/59

Fund for the Republic		--
McGregor Fund		$5,000.00
Special Funds Drive		110.00
Internship Pledges		15.00
Interest on Savings Accts		227.75
Membership Dues		
New	1,610.00	
Renewals	3,945.00	5,555.00
Reporter Sales		
Bulk	441.25	
Individuals	214.80	656.05
Publications		
Journal & Others	127.81	
Directory	--	127.81
Stock Dividend		234.39
Return of Telephone Deposit		51.72
Seminar Travel Fund (Held in Escrow for distribution)		336.35
Total Receipts		$12,314.07

Anticipated Receipts for 1959

Fund for the Republic		$5,000.00
McGregor Fund		2,500.00
Special Funds Drive		500.00
Internship Pledge		1,000.00
Interest on Savings Accts		200.00
Membership Dues		
New	1,500.00	
Renewals	5,250.00	6,750.00
Reporter Sales		
Bulk	--	
Individuals	--	2,000.00
Publications		
Journal & Others	500.00	
Directory	1,600.00	2,100.00
Total Anticipated Receipts		$32,637.00

Balance on Hand January 1, 1959	$20,112.84
Receipts	12,314.07
	32,426.91
Expenditures	21,624.48
Balance on Hand September 30, 1959	$10,802.43
Girard Trust Bank and Trust Company	$ 2,137.36
Quaker City Savings Loan Association	$ 8,665.07
	$10,802.43

Expenditures to 9/30/59

Administration (National Office)		
Salaries		
Exec. Sec. 7,500.06		
Office Sec. 2,999.78		
P.T. Clerical 74.00		$10,573.84
Severance Pay Reserve		250.00
Employee Benefits		
Hospitalization	78.60	
Social Security	173.52	252.12
Hospitality Expense	79.20	
Rent	1,056.76	
Equipment	51.00	
Printing	845.40	
Post. & Mail	953.07	
Telephone	473.59	
Office Sup.	596.85	
Travel	1,986.87	
Advances	450.00	
Misc.	38.82	6,531.56
Presidents Office		4.00
Treasurers Office		
Bookkeeping	150.00	
Audit	30.00	
Supplies	5.45	
Post. & Telephone	3.93	
Bonding Premium	62.50	251.88
Reporter		
Mgrs. Service	400.00	
Printing	1,127.50	
Postage	126.06	
Misc.	48.10	1,710.56
Publications		
Comm. Reports	427.50	
Directory	125.00	552.50
Promotion (Membership)		
Reg. Chairman		72.80
Internship Seminar		1,054.85
Conference Promotion		367.37
Miscellaneous		3.00
Total Expenditures		$21,624.48

Anticipated Expenditures For 1959

Administration (National Office)		
Salaries		
Exec. Sec. 10,000.00		
Office Sec. 3,995.00		
P.T. Clerical 400.00		$14,395.00
Severance Pay Reserve		271.00
Employee Benefits		
Hospitalization	86.00	
Social Security	220.00	306.00
Hospitality Expense	250.00	
Rent	1400.00	
Equipment	25.00	
Printing	1000.00	
Post. & Mail	1000.00	
Telephone	750.00	
Office Sup.	500.00	
Travel	2,500.00	7,425.00
Presidents Office		337.50
Treasurers Office		
Bookkeeping	300.00	
Audit	40.00	
Supplies	20.00	
Post. & Telephone	30.00	
Bonding Premium	62.50	452.50
Reporter		
Mgrs. Service	400.00	
Printing		
Postage		
Misc.		2,200.00
Publications		
Comm. Reports	1000.00	
Directory	1600.00	2,600.00
Promotion (Membership)		
Reg. Chairman		800.00
Internship Seminar		4,000.00
Miscellaneous		100.00
Total Anticipated Expenditures		$32,637.00

File

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

BOARD OF DIRECTORS MEETING
OCTOBER 13, 1959
SAN JUAN, PUERTO RICO

MINUTES

Present: Margaret Garrity, presiding; Arnold Aronson, Louise Blackham, George Culberson, Louis Ervin, Frank Fager, John Feild, Chester Gray, Sidney Lawrence, Theodore Leskes, Frances Levenson, Wade Mackie, Jessamine Merrill, Abbott Rosen, Frederick Routh, H. Benjamin Sissel, Beulah Whitby, John Lassoe (staff)

Guests: Marshall Bragdon, George Schermer, Samuel Spiegler

I. The Board approved the Minutes of the June Board meeting. (Merrill-Fager)

II. George Culberson, chairman of the Publications Committee, presented the Committee's report and recommendations on the future JOURNAL OF INTERGROUP RELATIONS. (See Appendix). Discussion centered on the future role of NAIRO Commissions and, more specifically, on the disposition of the material prepared by the Manpower Utilization Commission.

Committee members stressed their belief that the new JOURNAL should not base its issues on material prepared by the Commissions. It was noted that the JOURNAL will include sections or departments covering trends and developments in various subject areas; these might be prepared by the Commissions as a regular feature. John Feild suggested that Commissions might continue to issue reports, in addition to the JOURNAL. Chester Gray urged that Commission reports - in some form - be retained as a function of the Commissions.

Chester Gray, Manpower Utilization Commission chairman, expressed his belief that the Manpower Utilization Commission goals would be served by the publication of its materials in report form - - mimeographed as an issue of the JOURNAL, along lines developed for other Commissions during the past eighteen months. Margaret Garrity suggested that letters be written to contributors, explaining the decision to publish their articles in mimeographed rather than printed form.

The Board voted to adopt the recommendations of the Publications Committee, to publish the Manpower Utilization report in the old mimeographed JOURNAL form, and to establish a permanent Editorial Board to oversee the new printed JOURNAL (Culberson-Routh)

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III. Frederick Routh asked Board endorsement of a proposed By-Laws amendment that would make the post of Membership Chairman an appointive rather than elective office and would remove the qualification that the Membership Committee chairman must be a member of the Board before election. The Board voted to recommend this to the membership. (Aronson-Leslie s)

IV. The Executive Secretary, John Lassoe, reported on two other NAIRO publications now in preparation. The DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID PROFESSIONAL PERSONNEL is now in galley proof and will be ready for distribution in November. Galley proof clips are now being mailed to all agencies for a final check on accuracy and completeness of the listings. The DIRECTORY will sell for $2.00 per copy, $1.50 in quantities of 10 or more; free copies will be given to the membership. The Board, by consensus, directed that free copies should not be given to the membership as planned, since this listing represents a working tool for which agencies should be willing to pay.

It was reported that the Executive Committee had approved the publication of the Washington Desegregation issue of the JOURNAL OF INTERGROUP RELATIONS in reprint form. The copy cost will be 35¢, and single copies will be sold for 75¢, 50¢ in quantities of 100 or more. A total of 5,000 have been ordered, and advance orders from Washington, D.C., agencies alone were reported as amounting to 3,500 copies.

V. Margaret Garrity expressed her appreciation to outgoing officers and directors, thanking them for their contributions of time and energy to NAIRO, for their faithful attendance at Board meetings, and for their cooperation with her during her tenure as President.

Respectfully submitted,

JESSAMINE MERRILL
Secretary

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APPENDIX

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Journal of Intergroup Relations

Interim Editorial Board

Report to the
Board of Directors

The Board of Directors at its meeting of June 5-6, 1959, approved recommendations submitted by the Publications Committee for the publication of the Journal of Intergroup Relations as a printed quarterly, for the engagement of an Editor at $2,000 a year, for creation of an Editorial Board which, together with the Editor, would have "final editorial control," and for such changes in the relationship of the Commissions to the Journal as proved necessary to effectuate the foregoing.

Subsequently, the President asked the Publications Committee to continue in being and to act as Editorial Board until superseded by successors duly appointed.

The relationship between the Editorial Board and the Commissions having been left in a somewhat ambiguous status, the Interim Editorial Board has been confronted with a dilemma, viz., how it is to reconcile its exercise of "final editorial control" over the content of the Journal with the simultaneous exercise by the Commissions of their responsibility for planning and arranging for the preparation of single-subject issues. The Board recognized that there would be a transitional period during which full control would pass from the Commissions to the Editorial Board. Experience already has shown, however, that the dual exercise of control by Commissions and Editorial Board creates serious obstacles to systematic planning and to the responsible discharge of the editorial function generally.

At the time of the Board action in June, it was contemplated that material for Journal publication would become available in the course of the summer and that would be feasible to publish Vol. 2, No. 1 as the first printed issue of the Journal in the fall, featuring articles prepared under the direction of the Manpower Commission.

The Interim Editorial Board has deemed it inadvisable to proceed to publication, however, for the following reasons:

> They believe it essential that, prior to publication, the purpose of the Journal be elaborated, a plan for the nature of the contents of the Journal be developed, criteria for evaluation of materials submitted for publication be developed, and articles proffered the Editor be examined in the light of such statement, plan, and criteria. They have not been able to conclude the formulation of such guides in time to make them known to the persons who have already - as of this date - completed the writing of articles for the Manpower Commission. They think it would be wholly unfair to those writers to hold their contributions subject to evaluation against criteria not yet formulated. Other considerations aside, the volume of material developed for the Commission would not be adequate for the Journal issue of the size contemplated.

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It is, accordingly, recommended:

1. That publication of Volume 2, No. 1 of the Journal - the first printed issue - be deferred pending the development of plans, principles and criteria and the availability of a sufficient body of suitable articles.

It is contemplated that publication may be feasible in January 1960, by which time a series of articles currently being written under the aegis of the Commission on Housing and Family Life will be available.

2. That subsequent issues of Volume 2 be published as expeditiously as possible thereafter, looking toward adherence to a quarterly schedule.

3. That the general purpose of the Journal be to provide a medium for exchange of professional ideas and insights, relevant new knowledge, descriptions and evaluations of approaches and techniques, research findings, significant timely developments in related fields of experience, and other material of professional significance to the intergroup relations field. (A proposed "Prospectus" is attached to this report as an appendix.)

4. That the Editorial Board, with the Editor as its executive officer, have sole authority to determine the policies of the Journal to accept or reject manuscripts, and otherwise to conduct the editorial affairs of the Journal, subject to periodic review by the Board.

5. That the Board clarify the relationship of Commissions and other integral bodies of the Association to the Editorial Board.

   In this regard, it is suggested that the Commissions might make invaluable contributions to the Journal by assuming responsibility for reporting periodically on developments of significance within their respective areas of concern. It is contemplated that similar contributions might be made by Departments.

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The foregoing recommendations are advanced by the Interim Editorial Board in the firm conviction, after careful study and deliberations, that they constitute the soundest base on which to project a Journal of Intergroup Relations truly worthy of the Association.

Respectfully submitted,

GEORGE W. CULBERSON
Chairman

Reprinted - NAIRO
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APPENDIX - 3

Prospectus for

JOURNAL OF INTERGROUP RELATIONS

Purpose: To provide a medium for exchange among intergroup relations professionals of professional ideas and insights, relevant new knowledge, descriptions and evaluations of approaches and techniques, research findings, significant timely developments in related fields of experience, and other material of professional significance.

Suggested types of articles:

1. Broad sociological analyses relevant to intergroup relations, e.g.:

   a. Population mobility - - geographic, social, economic, etc.

   b. Composition, structure, etc. of various racial, ethnic, religious groups

2. Theoretical discussions -- conceptualizations relevant to the field, speculative interpretations, projections of hypotheses for testing or further examination, attempts to formulate principles, etc.

3. Analytical descriptions -- of circumstances or conditions affording useful insights into factors affecting intergroup relations, e.g. :

   a. Tension situations

   b. Neighborhoods

   c. Housing projects

4. Reports of programs and projects

5. Critical analyses of the operations of agencies, e.g.:

   a. Administrative commission

   b. Voluntary agencies

6. Technical articles, e.g. about

   a. Interpretation and education

   b. Case handling in agencies

   c. Field Operations

7. Research reports - whether surveys (of practices, attitudes, etc.) or controlled experiments or statistical analyses or whatever

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APPENDIX - 4

8. Reports - factual, analytical, interpretative - on significant timely developments, e.g.,

   a. Legislation

   b. Court decisions

   c. Executive and Administrative actions

9. Departments

   a. Notes and news

   b. Book reviews

   c. Comment (by NAIRO members or other readers)

   d. Personalia (?)

Contents per issue

Size: 6 X 9 inches
No. of pages: 96
Distribution of space:

"Departments"	10 pages
Timely reporting (item 8 above)	8 pages
Articles (8 per issue, average 9 pp.)	72 pages
Title pages, etc.	6 pages

Scheduling of issues

Fall	Winter	Spring	Summer
Oct.	Jan.	April	July

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C O R R E C T I O N

As authorized by the membership at the Annual Business Meeting, NAIRO Legal Counsel Theodore Leskes has revised the language (but not the intent) of Section 8, Article XVIII, NAIRO By-Laws, to conform with the appropriate clauses of the Internal Revenue Code:

> "8. No local chapter shall engage in any activity which may be construed as carrying on propaganda, or otherwise attempting, to influence legislation; nor shall any local chapter participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office; nor act in any manner contrary to the By-Laws or policies of the Association."

The above paragraph should be substituted for Section 8 as presently worded in the attached full copy of the Amendment.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NAIRO ANNUAL BUSINESS MEETING
OCTOBER 13-16, 1959
SAN JUAN, PUERTO RICO

M I N U T E S

OCTOBER 13, 1959

Joseph Monserrat presiding, the Annual Meeting was called to order with a quorum present. The members were welcomed to San Juan by the Honorable Felisa Rincon de Gautier, Mayor of San Juan.

The retiring and incoming Presidents, Margaret Garrity and Frederick Routh, reported briefly on past activities and future plans of NAIRO.

Richard V. Marks, chairman of the Nominating Committee, announced the results of the mail-ballot election of officers and directors:

President:	FREDERICK ROUTH (succeeding automatically as President-elect)	
President-elect:	GEORGE CULBERSON	
Vice-Presidents:	LLOYD DAVIS	
	JOSEPH MONSERRAT	
Secretary:	VIRGINIA COFFEY	
Treasurer:	BURTON I. GORDIN	
Directors (6): (3-yr. terms)	JOHN BINKLEY	JOHN MORSELL
	HAROLD FLEMING	EDWARD RUTLEDGE
	IRVING GOLDABER	JOHN Y. YOSHINO
Director (1): (2-yr. term)	ARNOLD ARONSON	
Nominating Committee:	BOOKER T. MC GRAW Chairman	ALEXANDER MILLER
	FRANK BALDAU	WADE MACKIE
	JOHN HOPE, II	JOSEPH ROBISON
	REGINALD JOHNSON	GEORGE ROBERTS
	RICHARD K. KERCKHOFF	H. BENJAMIN SISSEL
		JOHN Y. YOSHINO

Marshall Bragdon, chairman of the Resolutions Committee, presented the outline of a second draft of the proposed Statement of Concern. He reported that suggestions had been sought from members during the summer and that a first draft had been prepared for circulation to all a few weeks before the Conference. The second draft, to be distributed at the Conference proper, would be acted upon at the closing Business Meeting.

OCTOBER 14, 1959

Margaret Garrity presiding, the Annual Meeting reconvened with a quorum present. The Executive Secretary, John Lassoe, reported on the year's activities, paying special tribute to the various members who had carried the burden of NAIRO's program.

The Rev. H. Benjamin Sissel presented two By-Laws amendments for adoption by the membership, both having been circulated thirty days in advance of the meeting (as required by the By-Laws). The first sought to formalize the role and function of local NAIRO groups and was offered as "Article XVIII. Local NAIRO Chapters." (See Appendix for Article XVIII, as finally adopted).

The membership voted to consider the proposed amendment by sections (Frank Fager-K.C. Jones, Jr., CARRIED). It then voted to accept Sections 1 through 6 without change, subject to final approval of the total amendment (Paul Klein-Herman Long, CARRIED). Section 7 was also accepted (K.C. Jones, Jr. - Frank Fager, CARRIED).

There was considerable discussion of Section 8 before a substitute section drafted by George Culberson, Theodore Leskes, and Frederick Routh was finally accepted (Paul Klein - Jessamine Merrill, CARRIED). Intent of the substitute section was defined as the prohibition of political action, legislative activity, and endorsement of candidates, but there was consensus on an understanding that the language of Section 8 should not preclude specific local action on any matter on which the national organization had established general policy. It was suggested that the Executive Committee rule on borderline or questionable cases of local action.

Section 9 was adopted with the insertion of the words "after due process" following "... may be revoked." (Paul Klein - Maurice Fagan, CARRIED). The Board was instructed to outline the meaning of "due process" as used in Section 9 (S.A. Fineberg - Wade Mackie, CARRIED).

The amendment, as revised, was then adopted (Marshall Bragdon - Helen Amerman, CARRIED).

The amendment to Article IX, Section 1, paragraph (b), was then considered; the intent of the amendment was to make the post of Membership Chairman appointive rather than elective. The membership voted to adopt the amendment, adding that the Membership Chairman shall then become an ex officio member of the Board (Maurice Fagan - Virginia Coffey, CARRIED). (See Appendix II for text as finally approved).

George Culberson reported for the Resources and Planning Committee, outlining briefly the plans for a series of consultations and study programs on goals of intergroup relations for the decade ahead. The program, for which foundation support is sought, would lead up to the 1960 NAIRO Conference and would provide the theme and subject matter for that meeting. Accepted by consensus.

George Schermer, chairman of the Professional Standards Committee, reported on his group's attempts to arrive at a suitable draft of a proposal for a staffed project to define standards and procedures for accreditation of professional intergroup relations workers. Foundation support will be sought for this project, after approval by the NAIRO Board of Directors. Accepted by consensus.

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Frances Cousens, chairman of the Membership Committee, reported that NAIRO membership stood at a new high of 556. The committee stressed the importance of local chapter activity, of increased recruitment among professionals in peripheral disciplines, of greater discussion of intergroup relations professional concerns, and of more NAIRO staff field trips as key factors in the strengthening of NAIRO and the building of a larger membership.

OCTOBER 15, 1959

Margaret Garrity presiding, the Annual Meeting reconvened with a quorum present. David Danzig reported on the work of a Special Interdepartmental Committee established by the Board to ascertain the program needs of local agencies and national agency resources available to meet them. A questionnaire had been sent to all local public, independent local private, and state public agencies, asking them to check specific program services, consultative help, materials, and other aids needed. Responses were still being received at Conference-time but the few in hand indicated a fairly consistent pattern. As soon as other responses have been received and processed, contact will be established with national agencies to enlist their help in making certain services available to these agencies.

William Cousins, reporting for Burton I. Gordin, treasurer, presented the financial report for the first nine months of 1959. (See Appendix III for statement of receipts and expenditures.)

Samuel Spiegler presided over the discussion and adoption of NAIRO's Statement of Concern for 1959.

The 1959 Annual Meeting adjourned at 12:15 p.m.

Respectfully submitted,

JESSAMINE MERRILL
Secretary

JOHN V.P. LASSOE, JR.
Executive Secretary

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APPENDIX I: ANNUAL BUSINESS MEETING
October 13-16, 1959

AMENDMENT TO BY-LAWS #1

Article XVIII Local NAIRO Chapters

1. Members, and only members, of the Association living in the same vicinity may form a local NAIRO chapter to carry out, in their locality, the purposes stated in Article II of the By-Laws.

2. Such a chapter shall be recognized as an official local chapter of the Association when, after application to the Board of Directors, it receives a charter from the Board of Directors.

3. Such a chapter, having been chartered by the Board of Directors is entitled to call itself the _____ Chapter of the National Association of Intergroup Relations Officials.

4. Every local chapter affiliated with the Association shall abide by the principles set forth in the By-Laws of the Association as interpreted by the Board of Directors.

5. Every local chapter shall elect a chairman, a vice-chairman and a secretary. It may elect or appoint such other officers as it deems necessary to function effectively.

6. Every local chapter shall report once a year to the Board of Directors, through the Executive Secretary, the following:
   a) Names and addresses of its officers for the coming year.
   b) A summary of its activities for the preceding year.

7. No local chapter may levy dues, fees, assessments or fines upon its members except by written permission of the Board of Directors.

8. No local chapter shall engage in any action which may be construed as carrying on propaganda or otherwise attempting to influence legislation; nor shall any local chapter engage in any political activity; nor act in any manner contrary to the By-Laws and policies of the Association.

9. The charter of a local chapter may be revoked after due process for due cause when, by decision of the Board of Directors, its continued existence is deemed detrimental to the integrity, effectiveness, or professional standards of the National Association of Intergroup Relations Officials. Such revocation of a charter shall in no way effect the membership status of persons in the Association.

APPENDIX II: ANNUAL BUSINESS MEETING
October 13-16, 1959

AMENDMENT TO BY-LAWS #2

Article IX, Section 1, paragraph (b) is amended to read:

"b. A Membership Committee, which shall aid in securing members and advise the Board of Directors (and Executive Secretary, if any) on problems relating to eligibility for membership in the Association. The Chairman of this Committee and its members shall be appointed by the President, with the advice and consent of the Board. The Chairman, if not otherwise a member of the Board, shall serve ex officio during his term in office."

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

BOARD OF DIRECTORS MEETING
OCTOBER 16, 17, 1959
SAN JUAN, PUERTO RICO

MINUTES

Present: Frederick Routh, presiding; Helen Amerman, Arnold Aronson, John Binkley, Virginia Coffey, Frances Cousens, George Culberson, Lloyd Davis, Frank Fager, Margaret Garrity, Arthur Johnson, Sidney Lawrence, Theodore Leskes, Joseph Monserrat, John Morsell, Edward Rutledge, John Yoshino, John Lassoe, (staff).

Guests: Marshall Bragdon, William Coffey, Eleanor Dungan, George Grier, K.C. Jones, Jr., Paul Klein, Howard McKinney, Wade Mackie, Alexander Miller, Thomas Peloso, Abbott Rosen.

I. The Board discussed the report of the Special Interdepartmental Committee, delivered at the Annual Business Meeting by David Danzig, chairman. The President indicated his intention to ask the Committee and Mr. Danzig to continue their survey, and asked for additional directives. It was suggested that the Committee's questionnaire be mailed to all NAIRO members, in addition to agency executives already contacted. A serious effort should be made to secure replies from all agencies, indicating a specific deadline for questionnaire return.

II. Frances Cousens, chairman of the Membership Committee, amplified her earlier report, delivered at the Annual Business Meeting. She noted that membership had continued to grow during the Conference and expressed the hope that this trend would continue during the year ahead. The President, acting under the new By-Laws amendment, indicated his intention to re-appoint Mrs. Cousens as chairman; she thus becomes an ex officio member of the Board.

III. The Board considered the report of the Professional Standards Committee, delivered at the Annual Business Meeting by George Schermer, chairman. The President indicated his intention to re-appoint Mr. Schermer, and the Board directed the Committee to continue its efforts to obtain foundation support for the accreditation project. Mr. Culberson asked that any foundation proposal developed by a NAIRO Committee be circulated among Board members for their information. The Executive Committee was authorized to give final clearance to the proposal developed by the Professional Standards Committee.

Mr. Routh indicated his general belief in the principle of two-year terms for committee chairmen and his intention to re-appoint most of those now finishing their first year of chairmanship.

IV. The Executive Secretary reported on the National Internship Program, now beginning its third year. Although precise evaluative tools have not yet been developed, a major task during the year ahead, some evaluation of interns and internships can be made informally: thirty-one interns have

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completed training during the first two years, and twenty-nine can be judged to have participated satisfactorily. Most of these remained in the field, although some have returned to school and some have married and left work. It appears now that at least seven and perhaps nine or ten interns will comprise the third-year "class;" it seems too that 1959-1960 interns will be grouped in three cities -- New York, Chicago, and St. Louis -- permitting new experimentation with more frequent regional seminars.

The Board directed the Educational and Professional Training Committee to concentrate this year on evaluation of the first three years of the Internship Program, and to prepare a recommendation for the Board on fourth year possibilities, including the whole question of the Program's continuation.

After considerable discussion, the Board voted -- without dissent -- to direct the Educational & Professional Training Committee to seek funds and the proper person for an internship in the NAIRO office itse.f (Johnson-Amerman, CARRIED). (Later rescinded). Discussing the problem of intern supervision when the Executive Secretary was in the field, Mr. Monserrat recommended that the intern be attached at those times to the staffs of various national agencies in New York City. Miss Amerman suggested that the intern be assigned, as part of his training, to various NAIRO departments, commissions, and committees. Mr. Routh observed that the intern in NAIRO must be somewhat more experienced than other agencies' interns; this internship would be designed for someone with local agency experience who sought to prepare himself for work at the national level. It was suggested that the internship would help NAIRO by providing additional staff help.

On the assumption that this internship, like most of the others, would require the matching of a foundation grant -- and that a total higher than $5,000 would be needed for such an internship, the Board authorized the expenditure of up to $3,500 to supplement a grant. (Culberson-Davis, CARRIED). (Later rescinded).

V. A proposed 1960 budget was presented by Mr. Leskes, as a member of the Finance Committee and in the absence of its chairman, and Mr. Culberson. It anticipated receipts totalling $29,300 and expenditures in the amount of $36,362 (originally $32,862, now increased by the $3,500 internship authorization), suggesting a deficit of $7,062.

It was agreed that the Special Funds Drive would be the responsibility of the Finance Committee and that membership promotion expenses of the Membership Committee would be charged against the President's Office.

There was considerable discussion of NAIRO staff needs, both professional and clerical, and of ways in which these might be met. Miss Garrity noted that, despite their efforts, NAIRO's present staff could not keep up with the present work demands. She indicated that the Executive Secretary had become bogged down with minutiae and that some way must be found to transfer administrative details to someone else. The relative merits of an internship versus employment of a junior staff person were analyzed, the Executive Secretary raising the problems of supervision and well-rounded training presented by an internship.

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Reconvening on Saturday morning, the Board heard Mr. Culberson's analysis of staff and budget: He suggested that the National Office faced two major problems: (1) work once done on a voluntary basis by NAIRO officers and committee chairmen was being shifted increasingly to the New York office, (2) the Executive Secretary's field trips, of which there should be more rather than less, prevented prompt attention to requests and other work arising in his absence. It would be possible to hire one additional professional worker and one clerical worker now if the Board was prepared to dip into NAIRO's surplus or "cushion." However, the plan for consultations now being considered by the Resources and Planning Committee called for additional staff, as part of the total project budget, and this might involve an intern. He recommended that the whole question of extra staff be referred to the Resources and Planning Committee for study.

The Executive Secretary recommended: (a) that the decision of extra clerical help be deferred until he and the Office Secretary could prepare and present specific work analyses and suggested solutions, (b) that the question of professional staff be referred to the Resources and Planning Committee, as suggested by Mr. Culberson, (c) that consideration be given to the employment at an early date of an administrative assistant with professional potential, and (d) that the question of an internship in NAIRO be referred to the Educational and Professional Training Committee. The Executive Secretary and Mr. Aronson expressed considerable doubt about the appropriateness and feasibility of an intern in the NAIRO office.

The Board voted to adopt the budget as originally presented (removing the internship appropriation voted earlier), to refer questions of additional staff to the Resources and Planning Committee, and to refer the internship possibility to the Educational and Professional Training Committee. Both committees were directed to report back to the Board in January. (Aronson-Fager, CARRIED) (1960 Budget, as adopted, attached as Appendix I)

Messrs. Aronson and Monserrat stressed the importance of having NAIRO officers and committee chairmen carry out work and duties too often shifted to the National Office. Mr. Fager (and Mr. Lawrence, by proxy) expressed the opinion that Board members should be utilized more frequently and with more specific responsibilities than in the past.

VI. Appointments and elections

To develop closer liaison with NAIRO bodies and to facilitate coordination of their work, the President asked Lloyd Davis, Vice-President, to head NAIRO departments and Joseph Monserrat, Vice-President, to head NAIRO Commissions.

To serve on the Executive Committee, in addition to the officers, the Board elected Margaret Garrity (nominated by Mr. Culberson), Frank Fager (nominated by Mr. Davis), and Frances Cousens (nominated by Miss Amerman). (Mr. Aronson was nominated by Mr. Leskes but declined.)

To serve on the Editorial Board of the JOURNAL OF INTERGROUP RELATIONS, The President announced the appointment of the following:

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Theodore Leskes, chairman
Arnold Aronson
Oscar Cohen
John Hope, II
Marshall Bragdon
George Grier
George Schermer
Jacob Seidenberg
* Irving Goldaber
* Louis Radelet
* H. Harry Giles
* Margaret Fisher
* Edward Olsen
* Edward Howden
* Ben Segal
Frederick Routh, ex officio

(* - Have not yet accepted)

Noting that the JOURNAL's Managing Editor, Samuel Spiegler, had already rendered considerable service well in advance of the publication of the first issue (scheduled for January, 1960), the Board authorized payment to him of $500 at once, the amount to be charged against unexpended funds originally allocated to the Reporter for 1959. (Culberson-Garrity, CARRIED). (NOTE: To clarify the intent of his motion, Mr. Culberson subsequently prepared the attached statement, Appendix II.)

To serve as Conference (Arrangements) Chairman, the Board elected Mrs. Virginia Coffey by acclamation.

To fill other NAIRO posts, the President appointed, and the Board confirmed, the following:

- Regional Chairman (* - Have not yet accepted)

Northeast - Emanuel Muravchik
Middle South - John Yoshino
Southeast - Paul Rilling
North Central - Louis Ervin
South Central - Wade Mackie
North west - Louise Blackham
Southwest - Helen Amerman
Great Lakes - Mrs. Beulah Whitby

The Board voted special commendation of Louise Blackham and the Seattle professionals and laymen responsible for the conference that preceded NAIRO's San Juan meeting and for the report emanating from that Northwest gathering.

- Departments (* - Have not yet accepted)

Local and State Private - Virgil Border
Local Public - Howard McKinney
State Public - Virginia Huebner
National Private - Saal Lesser (*)
Federal Services - Ross Clinchy

- Committees (* - Have not yet accepted)

Membership - Mrs. Frances Cousens
Conference Program - (open)

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The President was authorized to appoint a Conference Program Committee Chairman without further Board clearance.

Resources and Planning	-	George Culberson
Professional Standards	-	George Schermer
Resolutions	-	Joseph Robison
Finance	-	Burton I. Gordin
Nominating	-	Booker T. Mc Graw (Elected by membership)
Legal	-	Thehdore Leskes
Educational and Professional Training	-	Dan Dodson (*)

The President was authorized to select another chairman without further Board clearance should Dr. Dodson decline reappointment.

Interprofessional Relations	-	John Slawson (*)
Special Interdisciplinary Committee	-	Edward Olsen (*)

The Board, in establishing the Special Interdisciplinary Committee, approved the project outline submitted by Mr. Olsen. (Culberson-Cousens, CARRIED)

The Board discussed the distinction between the work of the regular Interprofessional Relations Committee and the new Special Interdisciplinary Committee, and the relationship of both to certain activities of the Research Services Commission.

The Interprofessional Relations Committee is charged with establishing liaison with other professional associations, leading to increased exchange and possible cooperation with counterparts of NAIRO in other professions.

The Special Interdisciplinary Committee (Edward Olsen, chairman) was directed to proceed with its pilot project in the Chicago area, bringing together members of various professions and disciplines to discuss the role of intergroup relations in each and the concerns of the intergroup relations profession shared by all. This project will focus on interdisciplinary or interprofessional exchange <u>without</u> reference to other professional associations and in one community only.

Within the scope of the Research Services Commission's work, Oscar Cohen was encouraged by the Board to continue his efforts to establish a working relationship between NAIRO on the one hand and SSP and SPSSI on the other. As reported by Frances Cousens (for George Grier), the latter two organizations are on record as being anxious to cooperate with intergroup relations practitioners in the research area, and Oscar Cohen will serve as liaison. Mrs. Cousens also reported that the Anti-Defamation League will provide NAIRO regularly with sufficient copies of the SSSP-SPSSI Joint Bulletin for distribution to the entire membership.

The need for intensive examination of our profession and its relationship to other disciplines, voiced by Frank Fager and Joseph Monserrat, was seen as being met -- at least in part -- through the consultations now being planned by the Resources and Planning Committee. This exploration would be in some ways an extension nationally of the project planned locally by the Special Interdisciplinary Committee;

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it will, however, be carried out independently by the Resources and Planning Committee.

Alexander Miller suggested the need for help from other disciplines in evaluating our profession's techniques, perhaps through one or more Conferences across professional lines. This was not viewed as falling necessarily within the scope of any of the existing interprofessional projects or committees.

Observer to the United Nations - Arnold Aronson
Special Interdepartmental Committee - David Danzig
Economic Security - Don Slaiman (*)
Temporary Committee on International Exchange - Frank Loescher (*)

The Board voted to accept a proposal submitted by the Conference Clinic on International Exchange Programs (See attached, Appendix III), calling for the establishment of a temporary committee. It was agreed that the work of the UN Observer was part of this program. (Rutledge-Garrity, CARRIED). In addition to Mr. Loescher, Miss Garrity and Messrs. Aronson, Monserrat, Gremley, and Rutledge were named to serve on the Committee.

- Commissions

Research Services - George Grier (Re-confirmed)
Education - H. Harry Giles (Re-confirmed)
Interreligious Relations - Louis Radelet (Re-confirmed)
Nature, Scope & Theory - Frederick B. Routh (Re-confirmed)
Civil Rights - Harold Fleming (suggested but not confirmed)
Manpower Utilization - John Hope, II (suggested but not confirmed)
Housing - Edward Rutledge (suggested but not confirmed)

Commission chairmen appointed prior to the San Juan Conference were re-confirmed by the Board but it was agreed to delay confirmation of new Commission chairmen until the Executive Committee could study the role and function of Commissions, reporting back with recommendations for future activity at the January Board meeting. The Executive Committee was also directed to study the role and function of the NAIRO Departments.

VII. The Board discussed implementation of the new By-Laws amendment authorizing charters for NAIRO Chapters. The Executive Committee was asked to establish standards for Chapter chartering and to submit these to the Board for approval at its January meeting. Applications for charters will then be solicited. The Board took notice of the request from Philadelphia NAIRO that it be granted the first charter as a NAIRO chapter; it was agreed that the Philadelphia application would be the first considered, once standards have been adopted by the Board.

VIII. It was agreed that the Board would hold its next meeting in Detroit on January dates to be determined after a poll of Board members. The Executive Committee will meet two days in advance of the Board, probably a Wednesday evening and Thursday preceding the customary Friday and Saturday Board meeting.

PAGINATION INCORRECT

IX. The Board adopted a resolution of thanks to the Governor of Puerto Rico and the Mayor of San Juan for their extraordinary hospitality; to the government of Puerto Rico, and especially the Department of Labor, the Bureau of Employment Security, and the Migration Division, for making the Conference possible; to Joseph Monserrat and Lloyd Davis for their dedicated service as chairmen of the Conference Arrangements and Conference Program Committees, respectively; and to all who served on Conference Committees or as Conference hosts and hostesses.

Respectfully submitted,

VIRGINIA COFFEY
Secretary

JOHN V.P. LASSOE, JR.
Executive Secretary

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November, 1959

NAIRO
BOARD OF DIRECTORS MEETING
OCTOBER 16, 17, 1959
APPENDIX I

		1960 BUDGET
Anticipated Receipts for 1960		
Foundation grants		$10,000
McGregor Fund		2,500
Special Funds Drive		1,500
Interest on Savings Account		200
Membership Dues		
New	$1,500.00	
Renewals	6,500.00	8,000
Publications		
JOURNAL		3,000
DIRECTORY		3,500
Other		300
1960 Conference: Non-member registration fees		300
		$29,300
****Anticipated Expenditures for 1960**		
Administration (National Office)		
Salaries		$14,830
Exec. Sec'y.	$10,000	
Office Sec.	4,530	
PT Clerical Help	300	
Employee Benefits		417
Hospitalization	97	
Social Security	320	
Office Expenses		8,120
Hospitality	125	
Rent	1,270	
Equipment	250	
Equipment Reserve	100	
Printing	1,200	
Postage, Mailing	1,200	
Telephone	750	
Office Supplies	600	
Travel	2,500	
Subscriptions	25	
Miscellaneous	100	
** President's Office		200
** Treasurer's Office		435
Bookkeeping	300	
Audit	50	
Supplies	20	
Postage, Telephone	30	
Bonding	35	
JOURNAL OF INTERGROUP RELATIONS (Four issues)		6,060
PUBLICATIONS Commission Reports		400
PROMOTION: Regional Chairmen (8 at $100@)		800
INTERNSHIP SEMINAR		1,500
MISCELLANEOUS		100
TOTAL		$32,862
Anticipated Deficit for 1960		3,562

NAIRO
BOARD OF DIRECTORS MEETING
OCTOBER 16, 17, 1959
APPENDIX II

STATEMENT BY GEORGE CULBERSON

My intention in making the motion was to reimburse the Editor for services rendered between the final publication of the Reporter and the first edition of the printed Journal. In other words this would not be an advance or pre-payment for issue to come out in January or later. It would be payment of services rendered NAIRO prior to January 1, 1960 and have no connection with any specific publication.

The fact that we did not publish in the fourth quarter of 1959 required just as much editorial decision as if we had so published. The work that he has already done and will continue to do with the Editorial Board in setting up the standards and arranging the details of contracts, establishing relationships, conferring with those writing articles for Commission reports, etc. is a service for which we should pay. This was my point and I hope it was understood by those who voted to approve.

As a matter of fact, I would suggest that we pay the annual stipend in quarterly installments at stated times rather than tie the payments to publication dates of the Journal (which may be irregular). If this seems to pose any problems concerning whether or not we get out four issues in a calendar year, I think this could be worked out by written agreement with the Editor that this is what is required for an annual salary of $2,000. Maybe this latter proposal is an agenda item for a Board meeting but I think it helps clear up the intent of the motion.

APPENDIX III

The Clinic (How Can Our Present International Exchange Programs Be Improved or Better Utilized, and How Can NAIRO Be Related More Adequately to Them) recommended:

That the President and Board establish a temporary Committee for the purpose of exploring and defining the relationship of NAIRO and NAIRO members to the Government Exchange Program. This Committee would investigate the following factors or potentials:

1. The use of intergroup relations workers in exchange programs overseas in the same sense the government now sends other professional persons to other countries for specialized purposes.

2. The use of intergroup agencies in the Exchange Program itself here in the U.S., i.e. the increased use of such agencies as prime or secondary contacts to the end that overseas guests of the government will receive more accurate pictures of our intergroup relations problems.

3. The utilization of NAIRO members and resources to better equip our overseas governmental personnel to more effectively interpret our intergroup problems to the countries in which they are stationed.

William Gremley, Chairman

NAIRO BOARD MEETING
Detroit: January 8 & 9, 1960

SUMMARY OF DECISIONS
(by vote or consensus)

I. APPROVED minutes of October 13, 16 & 17 Board meetings.

II. ACCEPTED Treasurer's report for 1959, showing total receipts of $15,451.84 and total expenditures of $29,245.15.

AUTHORIZED 1959 audit at whatever fee proves necessary.

AUTHORIZED increase in 1960 rent item to $1,356, covering air conditioning in NAIRO office.

III. CHARGED Resources & Planning with search for five-year, $5,000 annual foundation grant to subsidize infant JOURNAL.

ASKED Theodore Leskes, Editorial Board chairman, to appoint a special subcommittee to promote JOURNAL subscriptions.

ASKED Treasurer to continue efforts to secure contributions from agency Board members, as part of 1960 Special Funds Drive.

INSTRUCTED Membership Committee to study membership and role of non-professionals in NAIRO and to submit recommendations.

RE-STATED its policy on responsibility of host city committee for all Conference expenses, including proceedings.

AUTHORIZED Treasurer to appoint Financial Advisory Committee, charged with exploration of agency subscriptions to NAIRO for services and bulk publications.

IV. CHARGED Resources and Planning with development of recommendations for restructuring of NAIRO (including role and function of Commissions), reporting back to Board in September.

VOTED to activate idle Commissions on interim basis, naming chairmen for four (p. 3).

V. AUTHORIZED employment of Associate Director (and related expenses) as soon as $15,000 can be raised outside present budget.

AUTHORIZED appeals to foundations for (a) JOURNAL subsidy, (b) other publication subsidies, (c) Chapter development aid, (d) Informational Services program, and (e) Research Coordination program.

VI. AUTHORIZED appointment of committee to explore proposal for special project use of 1960 Census migrant data and to develop foundation appeal.

CHARGED Committee On International Affairs with study of proposal for International Conference on Intergroup Relations Work.

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VII. APPROVED seven possible speakers for 1960 Conference Annual Banquet, and authorized local committee to extend invitations.

ASKED Regional Chairmen to solicit bids for 1962 Conference, in time for decision at May Board meeting; RECEIVED with appreciation 1962 bid from Washington, D.C.

VIII. APPROVED program plans for year's discussion of "Goals, Directions and Priorities in Intergroup Relations in the Decade Ahead," including regional conferences this spring and national consultation (#2) in September, leading to Annual Conference in November. (p. 4)

APPROVED selection of David Danzig as chairman of Conference Program Committee for 1960.

IX. ESTABLISHED stipulations and procedure for chartering of NAIRO Chapters. (pgs. 5-7)

CHARGED Regional Chairmen with major responsibility for Chapter formation and development, including processing of Charter applications.

X. REAFFIRMED earler decision not to give free copies of DIRECTORY OF INTERGROUP RELATIONS AGENCIES to members.

XI. ASKED Membership Committee to launch special drive to recruit non-member professionals in intergroup relations agencies.

XII. POSTPONED approval of (without rejecting) proposal from Research Services Commission to establish annual NAIRO award for important research.

XIII. DECLINED to endorse proposed By-Laws amendment on terms of office for NAIRO officers. (p. 9)

XIV. VOTED to send JOURNAL regularly to all NAIRO members, without charge; ESTABLISHED $1.75 as JOURNAL single copy price; and APPROVED quarterly payment of JOURNAL editor.

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VOTED to hold spring Board meeting in Cincinnati on May 20 & 21, and fall Board meeting in Chicago on September 16 & 17.

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

Meeting, Board of Directors
Detroit, Michigan
January 8 - 9, 1960

MINUTES

Present: Frederick Routh, presiding; Virginia Coffey, Frances Cousens, George Culberson, Lloyd Davis, Frank Fager, John Feild, Margaret Garrity, Irving Goldaber, Burton Gordin, Arthur Johnson, Theodore Leskes, Paul Rilling, Beulah Whitby.

Others: Richard Marks, John Lassoe, Jr.

I. (Davis-Garrity) Minutes of the October 13, 16 & 17 Board meetings approved as written. CARRIED.

II. The Treasurer, Burton Gordin, presented a Statement of Receipts and Expenditures, January 1 - December 31, 1969 (attached). He noted that (a) under Special Funds Drive, a $250 pledge was outstanding; (b) under Balance on Hand, the separate account at the Quaker City Federal Savings and Loan Association ($968.10) was in fact the Executive Secretary's Severance Pay Reserve and not therefore a ready asset; and (c) actual expenditures exceeded budget estimates for printing, postage, and telephone, but were under budget estimates for the President's office, the Reporter, the Treasurer's Office, Publications, Promotion, and Internship Seminar.

(Fager-Leskes) Treasurer's Report for 1959 accepted. CARRIED.

The Treasurer explained that the 1959 audit might exceed the budget estimate since that figure had been set on the basis of the unusually low fee charged in 1957 and 1958 by a friend of the former Treasurer's.

(Culberson-Fager) 1959 audit authorized at whatever fee proves necessary. CARRIED.

The Treasurer presented the budget adopted at the October Board meeting, with the following comments: The budget does not reflect printing bills of approximately $4,500 (Civil Rights report - $2,100; Directory - $2,400) expected and authorized in 1959 but not yet presented. It does not reflect anticipated income from sale of the Civil Rights report -- an estimated $2,000. It includes a $10,000 foundation grant that is now at least questionable. It does not include expenses anticipated in the forthcoming NAIRO-AJC Consultation, for which expenditure of $2,500 had been authorized in 1959.

Mr. Leskes questioned the anticipated income ($3,000) from the JOURNAL; on the basis of present printing figures, this seemed too high.

The Executive Secretary asked approval of an increase in rent budgeted for 1960, to permit payment of the surcharge required by the Jewish Education

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Committee for air conditioning. (Leskes-Cousens) Increase rent item to $1,356 to cover air conditioning cost. CARRIED.

III. Reporting for the Finance Committee (Messrs. Gordin, Culberson, Fager, Leskes, Routh), the Treasurer reviewed recommendations offered by him and discussed by the Committee:

(A) Seek a foundation grant ($5,000 annually for five years) to subsidize JOURNAL until it becomes self-supporting. Referred to Resources and Planning.

(B) Active promotion of JOURNAL subscriptions by a Promotion Subcommittee of the Editorial Board. The chairman, Theodore Leskes, was authorized to appoint such a committee, including Editorial Board members and others experienced in publication promotion.

(C) Fund-raising efforts - perhaps on a quota basis - by local NAIRO groups. Because Chapters are just now in the process of reorganizing, this recommendation was deferred until 1961.

(D) Continuation of the Treasurer's efforts to solicit contributions from agency Board members, especially those affiliated with former internship agencies. Approved.

(E) Increased efforts by Membership Committee to enlist the 800-900 professionals who do not belong to NAIRO. Mr. Routh urged efforts to recruit Board members as a means of educating them and of engendering greater sophistication vis-a-vis intergroup relations practice; others disagreed, suggesting that this was the task of the agency professionals (who should themselves belong to NAIRO). The President instructed the Membership Committee to study the entire question of membership of non-professionals in NAIRO and to bring in recommendations.

(F) Solicit financial bids from cities seeking to host NAIRO Conferences, i.e. a sum of money to be raised over and above amount necessary to cover actual costs. This was rejected as impractical due to the small size of NAIRO conferences. However, it was re-stated as a matter of policy that the Conference hosts are expected to assume responsibility for all Conference expenses, including publication and distribution of proceedings. A surplus is still desired, and this should be turned over to NAIRO by the local committee.

(Garrity-Culberson) Policy on Conference speakers re-stated: host city Conference Committee is obligated to pay expenses for one outside speaker only; it may, as in the past and on request of Conference Program Committee, assume the responsibility for paying expenses of additional outside speakers. CARRIED.

(G) Solicit allocations or contributions from national and local agencies, perhaps as subscriptions for services and publications. Mr. Culberson raised a question about agency financing of a professional association of individuals but saw subscriptions as an acceptable compromise. The Treasurer was given authority to appoint and call together a Financial Advisory Committee, based in New York, to work out a proposal on such service subscriptions.

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(Coffey-Leskes) Approve Finance Committee report. CARRIED.

IV. Mr. Routh reported for the Executive Committee on its discussion of the role and function of NAIRO Commissions. Recognizing a need for a thorough review of the total NAIRO structure and the development of a plan for restructuring, and feeling that this should be a logical concomitant of the year's discussion of future goals and priorities, the Executive Committee recommended that the Resources and Planning Committee be charged with developing recommendations for structural changes within NAIRO. These recommendations should be based upon conclusions reached during the year's "Big Think" deliberations, and the R & P Committee should be asked to report back to the Board in September. (Johnson-Whitby) So moved. CARRIED.

In the interim, the Board agreed that Commissions should be active and involved in the year's program of study and discussion. The President named the following to vacant Commission chairmanships, the Board concurring in each instance:

* Other Civil Rights - HAROLD FLEMING, Southern Regional Council
* Manpower Utilization - JOHN HOPE, II, Fisk University
* Housing and Family Life - EDWARD RUTLEDGE, New York SCAD
* Interreligious Relations - The Rev. WILL CAMPBELL, National Council of Churches (First alternate: The Rev. H. BENJAMIN SISSEL)

V. Mr. Routh reported for the Executive Committee on the entire question of staff expansion. The Treasurer first outlined the financial outlook for 1960, eliminating for the moment any possibility of foundation grants:

ANTICIPATED INCOME AND KNOWN RESERVES

$19,300	(as budgeted, minus foundation grants)
2,000	(anticipated from sales of Civil Rights reprint)
$21,300	(corrected total income)
19,351	(cash reserve and current stock holdings)
$40,651	

ANTICIPATED EXPENSES

$32,862	(as budgeted)
2,500	("Big Think" allocation, voted in 1959)
4,500	(printing bills, authorized in 1959 and now due)
$39,862	

ANTICIPATED SURPLUS (December 31, 1960)

$789

With these figures in mind, and with the conviction that 1960 must be a year of increased NAIRO activity and program, the Executive Committee recommended the employment of an Associate Director (and related expenses of travel, secretarial help, etc.) as soon as a minimum of $15,000 can be raised outside the present budget, from sources other than those included in anticipated income. (Johnson-Culberson) So moved. CARRIED.

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Reviewing other program expansion proposals, the Board authorized the President, Resources and Planning Committee, and Executive Secretary to develop and present to foundations proposals for (a) JOURNAL subsidization ($5,000 annually), (b) DIRECTORY and other publications to be printed ($2,500 annually), (c) Chapter organization and development ($2,500 annually), (d) an Informational Services program, with staff ($12,500 annually), and (e) a Research Coordination Services program, with staff ($12,500 annually). (Fager-Leskes) So moved. CARRIED.

VI. The Executive Secretary presented to the Board a special project proposal developed by members interested in domestic migration trends. It is suggested that NAIRO seek a large foundation grant (perhaps $100,000) to contract with the U.S. Bureau of the Census for several special "runs" of 1960 data collected for recent migrants (those who lived elsewhere five years ago) in Standard Metropolitan Areas with a population of over 250,000. These runs, not presently planned by the Census Bureau, would provide breakdowns on migrants for age, sex, race, national origin, income level, occupation, number of children, and other pertinent facts.

NAIRO would then undertake to contact appropriate agencies in each of the Standard Metropolitan Areas, offering them the data without charge in return for publication and distribution of the figures for their SMA. For this service, NAIRO would receive administrative funds from the total grant.

The Executive Committee recommended to the Board that a committee be established or designated by the President to explore the details of such a project and to develop a proposal for submission to a foundation. (Culberson-Gordin) So moved. CARRIED.

The President reported on a proposal submitted by Dr. Max Wolff, suggesting that NAIRO consider sponsorship, with foundation help, of an International Conference on Intergroup Relations Work. Considering this to be a matter for consideration and investigation by NAIRO's Temporary Committee on International Relations, the Executive Committee recommended to the Board that the proposal be referred to that body. (Gordin-Garrity) So moved. CARRIED. The President indicated that he would add Dr. Wolff and perhaps others to the Committee.

VII. Mrs. Coffey reported on plans for the 1960 Conference in Cincinnati (at the Netherland-Hilton Hotel, November 15-18). Arrangements and planning are being carried out by ten professionals and a number of lay leaders from seven local agencies (Mayor's Friendly Relations Committee, Jewish Community Relations Committee, Fellowship House, Urban League, NCCJ, American Jewish Committee, and NAACP). Chairmen have been appointed for most of the necessary subcommittees. A budget has been established, and a committee headed by Marshall Bragdon is now attempting to raise the necessary funds.

Approval was asked for possible choices for the Annual Banquet speaker, in order that the local committee might proceed to secure same. The Board indicated that the following would be acceptable: Associate Justice Potter Stewart, U.S. Supreme Court, Secretary Arthur Fleming, Health, Education and Welfare; Nelson Glueck, President, Hebrew Union College; Ira de A. Reid, Haverford College; Dr. Frank Graham, United Nations; Governor Michael di Salle; Charles Taft. The topic will be developed by the local committee, in

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the context of the theme: "Goals, Directions and Priorities in Intergroup Relations in the Decade Ahead."

(Garrity-Davis) Commend Virginia Coffey and other members of the local Committee for excellent planning steps already taken. CARRIED.

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The Executive Secretary read a letter from Helen Amerman reporting on plans for the 1961 Conference (San Francisco: Whitcomb Hotel, November 7-10). The conference center and 200 guest rooms have been reserved, and the Bay Area NAIRO group will begin planning arrangements at an early meeting. The Board thanked Miss Amerman and her fellow professionals in San Francisco for their efforts to date.

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The Board received with appreciation an invitation to hold the 1962 Conference in Washington, D. C. A letter from David Sawyer transmitted the official bid on behalf of the President of the Board of Commissioners, Robert E. McLaughlin, and the NAIRO members in the area. The Board agreed that other cities must be given an opportunity to extend invitations, and asked that regional chairmen and local NAIRO groups solicit such bids immediately, in order that a final decision on the 1962 site may be reached at the May Board meeting.

VIII. Mr. Feild and Mr. Culberson reported on plans for the January 20-22 Consultation on "Goals, Directions and Priorities in Intergroup Relations in the Decade Ahead," to be held in New York City during the Dedication Week ceremonies of the Institute for Human Relations (American Jewish Committee). Personnel, speakers, and topics were outlined.

Proceedings (papers, discussants' remarks, and summaries of general discussion) will be carried in the Spring issue of the JOURNAL. The Board expressed its hope that this might be published in March.

Chapters and regional conferences will be asked to discuss this material at meetings during the spring, submitting proceedings and conclusions to the National Office by August 1. This material will be duplicated and sent to participants in the second Consultation (Chicago: September 14, 15) by September 1st. Papers and proceedings emanating from the Second Consultation will be sent to the membership before the Annual Conference, for discussion at same. (Garrity-Coffey) So moved. CARRIED.

The Conference Program Committee was asked to devise a broad outline by May, assigning general topics to the Commissions and Departments at that time. These topics can be refined after the September Consultation. All Conference participants will have the material from both Consultations for advance study. (Garrity-Gordin) Approve selection of David Danzig as chairman of this Committee, empowering President to select an alternate if necessary. CARRIED.

IX. The President reported the following stipulations, interpretations and procedure for the chartering of NAIRO Chapters, recommended by the Executive

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Committee to the Board:

A. Stipulations: 1. Activity reports (By-Laws Article XVIII, Sec. 6) must be submitted 30 days in advance of the Annual Conference.

2. Officers shall be elected in the fall, prior to the Conference and in time for inclusion in the Activity report.

3. No awards or citations may be given by local Chapters without the permission of the national Board of Directors.

4. Pending development of national NAIRO policy and procedure on agency staff appointments and dismissals, no Chapter shall issue public statements regarding same.

Mrs. Whitby objected to a permanent rule along lines suggested in stipulation #4 and expressed the hope that this policy and procedure would be developed swiftly. Mr. Johnson expressed concern about NAIRO inactivity in this area and raised the specific issue of discrimination in agency employment practices.

(Leskes-Garrity) Approve stipulations. CARRIED, ONE ABSTENTION.

B. Interpretations: (1) Non-members of NAIRO may participate in a Chapter's activity but may not belong, vote or hold office.

(2) Vicinity (Article XVIII, Sec. 1 & 3) may be any geographic area, as determined by the Chapter's founding members and as approved by the Board.

(3) Associate and student members of NAIRO may participate fully as members of Chapters but may not vote or hold office.

(Garrity-Ciffey) Approve interpretations. CARRIED.

C. Procedure: (1) It shall be the duty of each Regional Chairman to interpret Chapter chartering requirements and application procedure to potential Chapters in his region, to forward Chapter charter applications to the Board for approval, to transmit Charters to approved Chapters after Board action, and to offer program help and suggestions after the Chapters have been established.

(2) Each application for a Charter, submitted to the Board through the Regional Chairman, shall contain the names of at least five (5) NAIRO members (who shall be considered Charter members of that Chapter) making the application, a definition of the exact geographic area to be covered by the Chapter, and a set of By-Laws compatible with the national By-Laws and acceptable to both the local members and the national Board.

(3) Applications shall be made on forms to be supplied by NAIRO.

(4) A member of national NAIRO shall automatically become a member of any local Chapter in his area; applicants for a Charter must indicate that all NAIRO members in the area have been notified of the formation of a Chapter.

Decision to require the names of five NAIRO members on the application, rather than ten as originally suggested by the Executive Committee, was made by

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motion (Rilling-Feild). CARRIED, 9-1.

(Johnson-Davis) Procedure approved, with changes. CARRIED.

X. The Executive Secretary reported on the national office, publications, projected travel plans, and work assistance offered by agencies.

NATIONAL OFFICE:

Part-time help has been necessary since October and must continue on a regular basis. A high-school student has been working 14 hours weekly, and this should be continued, at least until the next Board meeting. The Personnel Registry continues to be very active, with ten or more openings posted since October. Job counseling continues to occupy considerable time, with both personal interviews and correspondence. Memos have been drafted to help answer the most frequently asked questions, but there remains a major problem: a lack of openings for true beginners in this field. Most intergroup relations agency "starting" jobs require 1-2 years experience in this or related fields. The internship program is the only hope for these people, and yet internships have been cut to six this year, due to lack of foundation funds.

Mr. Culberson asked if we must expect to pay these young trainees. Can we not arrange unpaid field training within agencies, as part of the Internship Program and perhaps in conjunction with college or university courses. Credit would not be necessary if we could offer this unpaid field training as a more-or-less certain means of finding employment afterwards.

Mr. Feild stressed the importance of evaluating the Internship Program this year and of promoting the transfer of this training function to colleges and universities. He suggested that the Executive Secretary consult with academicians, encouraging them to establish training programs (incorporating agency field work) and passing along all that we have learned.

Mrs. Whitby urged closer cooperation with schools of social work, in an effort to introduce greater concern for intergroup relations into their programs (curriculum and field training). Mrs. Whitby and Mr. Culberson cited their cose liaison with social work schools in their communities.

PUBLICATIONS

The NAIRO Newsletter will be issued monthly this year. News warrants more frequent publication, and issues would be smaller and more readable.

1959 Conference Proceedings will be published by the Commonwealth of Puerto Rico office as soon as the transcribing of the final session from tapes can be completed. These will be distributed to all members.

Bulk sales of the reprint, "Civil Rights in the Nation's Capital: A Report on a Decade of Progress," have already netted $1,750 (total cost: $2,100, and 2,000 copies are still to be sold).

The suggestion of a new vote, by mail, on the question of giving or selling the DIRECTORY was inappropriate. The Executive Secretary was not empowered to re-open the issue, and the Board's decision stands: the DIRECTORY will

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not be given to members. As an agency tool and as a major source of income for NAIRO, the DIRECTORY must be purchased.

TRAVEL

The President will visit the West Coast (Denver, San Francisco, Los Angeles, and perhaps Seattle) during the spring, utilizing the Executive Secretary's travel budget for this purpose. The Executive Secretary will concentrate on visits to 14 cities, two for the first time, in the East, Midwest, and Middle South. Chapter formation and the "Big Think" program will be stressed on these trips.

AGENCY ASSISTANCE

Since the October Board meeting, NAIRO leadership and their agencies have taken over an increasing share of the burden of office work. All chairmen have conducted their own correspondence and other mailings; the American Jewish Committee contributed the mimeographing of the revised By-Laws; and the National Community Relations Advisory Council contributed the labor involved in a mailing to the membership about the new JOURNAL.

The Board commended the Executive Secretary for his activity, over and beyond the call of duty.

XI. Mrs. Cousens reported for the Membership Committee, noting a new high in membership (588) but warning that 82 members were in danger of suspension as two-year dues delinquents. The Executive Secretary estimated that half of these would renew without persuasion. Mrs. Cousens suggested that it was important to find out why members dropped out and that personal contact with the ex-members was best. For this reason, she had planned to approach all past leadership (Board members, committee chairmen, etc.) for help as local recruiters. The Membership Committee will be based in Detroit but will include people in other cities. The Board suggested special efforts to approach non-member professionals, and Mrs. Cousens promised a special mailing. The Board commended Mrs. Cousens for the time, energy and imagination that she has given to membership recruitment.

XII. The Board considered a proposal submitted by the Commission on Research Services (George Grier, chairman), suggesting an annual NAIRO award for the most significant piece of research published. An Awards Committee would review journals and research publications, but would not solicit entries. On a motion (Feild-Coffey), the Board voted to postpone, without rejecting, approval of the proposal.

XIII. Reporting on the NAIRO Departments, Mr. Davis indicated that chairmen had been named for all but Federal Services (Ross Clinchy having resigned that post recently); that he was in contact with all chairmen and had sent two memoranda to each since October; that he was trying to encourage salary and budget surveys similar to that conducted last year by the Local Public Department; and that he had met recently with at least one of the chairmen (Saal Lesser, National Private Department). The Board commended Mr. Davis for his active relationship to the Departments.

XIV. Regional reports were offered for three regions. Great Lakes - A regional conference is being planned, probably for June and probably in Toledo. Southeast - There are too few members to justify a regional meeting, although

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one might be held in conjunction with one of the quarterly Southern Inter-agency Council gatherings. Southwest - Activation of members in the San Francisco area, and the formation earlier of a Los Angeles NAIRO group, gives promise of regional activity at an early date.

XV. The Board discussed a proposed amendment to the By-Laws, offered by Dr. S. Andhil Fineberg, which would read as follows:

> "All officers of NAIRO may be elected to their respective offices for two successive terms of one year each. This Amendment is to become effective with the next election for the year 1960, it being understood that those Officers who served for one year preceding the 1960 elections shall be privileged to serve for one additional year only."

Dr. Fineberg wrote that he was offering this amendment because he favored two-year terms and felt that this amendment would encourage the election of officers for a second year.

In discussion, the Board indicated its belief that the present system of President-elect allowed for this continuity in at least one office; that nothing in the By-Laws prevented the re-election of officers for a second year; that the amendment would not affect appointive offices, where the need for continuity was just as great; and that the question of office rotation might properly be discussed during the year's consideration of future goals and directions. It declined to endorse or recommend the proposed By-Law. (Leskes-Goldaber, REJECTED, 10-1-1 abstention).

XVI. Mr. Leskes reported that the JOURNAL OF INTERGROUP RELATIONS (Vol. I, No. 1) had been published and was now being mailed. It consists of 96 pages, and has been printed in a quantity of 1,000. A promotional mailing went to the entire membership and will be followed by special mailings to select lists. Various agencies have offered or been asked to enclose promotional brochures in their general mailings.

(Leskes-Cousens) All NAIRO members in good standing shall receive the JOURNAL without charge, on a regular subscription basis. CARRIED.

(Culberson-Rilling) The single copy price of $1.75 is approved for the JOURNAL. CARRIED.

(Culberson-Leskes) Payment for services shall be made to the Editor of the JOURNAL on a quarterly basis ($500 per quarter), rather than on an issue basis. CARRIED.

(Cousens-Rilling) The Board commends Theodore Leskes, the Editorial Board and Samuel Spiegler, editor, for the splendid and hard work required to bring into being such an important NAIRO publication. CARRIED.

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The Board voted to hold its next meeting in Cincinnati on May 20 & 21, and its fall meeting in Chicago on September 16 & 17. The September meeting will follow the September Consultation on goals and directions, scheduled for September 14 and 15.

The Board adjourned with an expression of thanks to the President and to the Michigan Fair Employment Practices Commission for hospitality provided during the meetings, and to the Detroit NAIRO and Mrs. Cousens for the social event held in the Board's honor.

Respectfully submitted,

VIRGINIA COFFEY
Secretary

JOHN V.P. LASSOE, JR.
Executive Secretary

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 WEST 58th STREET, NEW YORK 19, N.Y.

STATEMENT OF RECEIPTS AND EXPENDITURES
January 1, 1959 to December 31, 1959

Receipts

McGregor Fund		$ 5,000.00
Special Funds Drive		135.00
Internship Pledges		90.00
Interest on Savings Accounts		227.75
Membership Dues		
New	$ 2,365.00	
Renewals	4,390.00	6,755.00
Reporter Sales		
Bulk	441.25	
Individuals	214.80	656.00
Publications (Journal and Others)		793.51
Stock Dividend		375.02
Return of Telephone Deposit		51.72
Return of Rent Security		231.92
Return of Revolving Funds		154.49
1959 Conference		33.00
Severance Pay Reserve		270.83
Seminar Travel Fund		677.60
Total Receipts		$ 15,451.84
Balance as of January 1, 1959		20,112.84
Total cash to be accounted for		$ 35,564.68

Expenditures

Administration (National Office)		
Salaries		
Executive Secretary	$ 10,000.08	
Office Secretary	4,104.80	
Part time Clerical	273.00	$ 14,377.88
Severance Pay Reserve		270.83
Employee Benefits		
Hospitalization	91.64	
Social Security	227.65	319.29
Hospitality Expense		145.44
Rent		1,465.08
Equipment		51.00
Printing		1,123.45
Postage and Mailing		1,167.83
Telephone		866.03
	Expenditures Sub-total	$ 19,786.83

Expenditures

Sub-total brought forward		$ 19,786.83
Office Supplies		808.30
Travel		2,252.45
Revolving Funds		450.00
Miscellaneous		60.82
President's Office		210.74
Treasurer's Office		
Bookkeeping	300.00	
Audit	30.00	
Supplies	5.45	
Postage and Telephone	31.53	
Bonding Premium	62.50	429.48
Reporter		
Manager's Service	400.00	
Printing	1,127.50	
Postage	126.06	
Miscellaneous	48.10	1,701.66
Special Payment to Publications Editor		500.00
Publications		
Commission Reports	427.50	
Directory	250.00	677.50
Promotion (membership)		
Regional Chairman		72.80
Internship Seminar		1,054.85
Conference Promotion		367.37
Seminar Travel Fund Distribution		854.35
Miscellaneous		18.00
	Total Expenditures	$ 29,245.15
	Balance on Hand	6,319.53
		$ 35,564.68

Girard Trust Corn Exchange Bank	$ 557.36
Quaker City Federal Savings & Loan Association	968.10
Quaker City Federal Savings & Loan Association	4,794.07
	$ 6,319.53

ASSETS NOT SHOWN ON CASH STATEMENT

Revolving Fund-Spiegler		20.00
Deposit Guarantee		
Travel (Air Travel Card)		425.00
		445.00
Gulf Oil Stock	Approximate Value	$ 14,000.00

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

MINUTES

NAIRO BOARD OF DIRECTORS MEETING
CINCINNATI, OHIO: MAY 20-21, 1960

PRESENT: BOARD: Frederick Routh, presiding; Helen Amerman, Virginia Coffey, George Culberson, Louis Ervin, Frank Fager, Irving Goldaber, Theodore Leskes, Joseph Monserrat, John Morsell, Beulah Whitby, John Yoshino. OTHERS: Marshall Bragdon, Robert Coates, David Danzig, Joseph Hall, Arthur Hull, Robert Perlzweig, John Lassoe.

* (Culberson-Leskes) Minutes of the January meeting were approved.

* (Yoshino-Culberson) Report of the Conference Program Committee -- see attached -- was approved, and the Committee was instructed to select and invite Conference speakers.

(Leskes-Morsell) The Board endorsed the Committee's view that broad insight and an understanding of implications should be stressed as goals of this year's Conference, rather than more specific "how to" concerns.

* The Board reviewed and discussed the Treasurer's report and the report of the Finance Committee, distributed in advance of the meeting. A variety of immediate fund-raising possibilities were noted, then referred to the Resources and Planning Committee. George Culberson announced that it had been necessary to sell the first 100 shares of our stock to meet current operating expenses; the remaining 287 shares must be sold later this summer.

(Whitby-Leskes) The Executive Committee was authorized to act on any fund-raising recommendations or proposals developed by the Resources and Planning Committee at its June meeting(s).

(Monserrat-Whitby) The President was empowered to name a special committee to approach national agencies and labor unions for contributions. (Those then named were: David Danzig, George Schermer, John Morsell, John Feild, George Culberson, Joseph Monserrat, Alexander Miller, Boris Shishkin, Frederick Routh.)

(Culberson-Coffey) Recognizing the gravity of the financial crisis, as set forth by the Treasurer, the Board voted to consider possible closing of the national office and severance of national staff at its meeting on September 17-18th. The Executive Committee was asked to meet earlier to prepare a recommendation based on the Association's financial state at that time.

By consensus, the Board voted to table until September the project proposal, "Intergroup Relations and the Public Interest," distributed to the Board earlier. The same decision was reached with regard to several other proposals that would not bring immediate financial gain.

* "Big Think," NAIRO's year-long program emphasis on goals, directions and priorities for intergroup relations in the decade ahead, was then reviewed. The national

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consultation (New York City: January 20-22) had stimulated a Middle South Regional Conference (Washington, D.C., May 6), a Great Lakes Regional Conference (Toledo, June 11-12); local study groups in New York, Chicago, Philadelphia, and Pittsburgh; and projected study groups -- scheduled after publication of the special issue of the JOURNAL -- in San Francisco, Los Angeles, and Seattle.

* Discussion followed on a tentative proposal from The Center for Programs in Government Administration, University College, The University of Chicago, which offered half-subsidy of a national consultation on "Big Think" topics in Chicago during September. NAIRO would be required to provide or raise matching funds, in the amount of $2,500.

(Morsell-Monserrat) The Board decided, in view of NAIRO's financial crisis, that such a commitment could be undertaken only with funds that would not be given to NAIRO under any other circumstances (i.e. funds that could not be obtained for general administration). Mention was made of a specific foundation that was oriented solely to Chicago concerns.

* The report of the Executive Secretary had been distributed in advance of the meeting; discussion of it focused on methods for promotion of publication sales.

* (Fager-Goldaber) The Board accepted a Nominating Committee recommendation that the mail ballot be employed in this year's election of officers, directors, and Nominating Committee.

* A report on membership showed a total of 616, a gain of 48 since March 1st. The following breakdowns were noted:

By Departments:	Local Public	133
	Local & State Private	212
	State Public	66
	National Private	104
	Federal Services	28
	Unaffiliated or Associate	73
By Regions:	Northeast	260
	Northwest	5
	Southeast	22
	Southwest	43
	North Central	33
	South Central	9
	Middle South	72
	Great Lakes	172

It was also reported that some 200 of the 616 owed 1960 membership dues.

(Culberson-Monserrat) The Board accepted the recommendation of the Executive Secretary and Membership Chairman that members who have not paid the current year's dues by July 1st of any year be dropped from the membership roll. The Executive Secretary was instructed to institute this policy in 1960, with some leniency and only after due notification to (a) the members and (b) their regional chairmen.

* (Whitby-Fager) The President was asked to direct a special appeal to all members, asking each to recruit one new member this spring. The letter will be followed

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by special regional and local drives.

* A report from Lloyd Davis, Vice-President for Departments, noted that Departmental newsletters had been published by Local Public (Howard McKinney) and State Public (Virginia Huebner), and that Federal Services had been reorganized under a new chairman (Philip Sadler, Public Housing Administration, Washington, D.C.). There was no report for Local Private or National Private.

* A report by Joseph Monserrat, Vice-President for Commissions, noted the following: Housing and Family Life (Edward Rutledge) will follow through on recommendations offered by NAIRO in connection with the work of the Commission on Race and Housing. Education (H.H. Giles) plans a study of "Community Conflicts Related to Religious Differences" and a survey of intergroup relations professional views on intergroup education. Other Civil Rights (Harold Fleming) will focus on the area of voting, including the problem of literacy tests and the Spanish-speaking citizen. Research Services (George Grier) will continue its survey of research needs as viewed by agency personnel, a study being conducted by Herbert Aurbach, Pittsburgh Commission on Human Relations. John Hope, II, has just accepted chairmanship of Manpower Utilization; The Rev. Will Campbell (National Council of Churches) has agreed to chair Interreligious Relations. Focus of Nature, Scope & Theory will continue to be the "Big Think" program.

* For the regions, Great Lakes (Beulah Whitby) reported its forthcoming conference in Toledo and chapters in formation in Detroit and Chicago. North Central (Louis Ervin) reported on attempts to follow through on regional interest in the Governors' Conference on Human Rights, and on formation of a Minneapolis-St. Paul chapter. Southwest (Helen Amerman) reported on interest developed by NAIRO's President in his tour of that region and of the Northwest (Louise Blackham). Middle South (John Yoshino) reported on its regional conference and on the continuing growth in NAIRO membership there. Northeast (Emanuel Muravchik) reported chapters in formation in New York, Philadelphia, Pittsburgh, and Boston, and described a special "Big Think" study committee organized recently in New York City.

* The President discussed his two-week tour of the West Coast, which covered five cities (Seattle, Portland, San Francisco, Los Angeles, and Denver) and included 16 meetings. Expenses totaled just $500, charged against staff travel. There was consensus that this presidential precedent was worth following in future years.

* The Executive Secretary reported that the Educational and Professional Training Committee had been unable to meet prior to the Board meeting, but would meet shortly thereafter. Noting that third-year internships numbered only four (with two or three other professionals affiliated loosely on a voluntary basis) and that there were no major prospects for fourth-year grants, the Executive Secretary indicated that he would recommend to the Committee that the program be suspended after July 1st. He reported further that, given so few interns and the fact that NAIRO was not committed to hold an internship seminar this year, he would also recommend that this be canceled for 1960.

* Theodore Leskes reported for the Editorial Board of the JOURNAL. Subscriptions total 234, in addition to the 616 members who also receive the publication. Single copy sales of the first issue have amounted to 61 to date. These subscriptions and orders, together with mailings to members who subsequently dropped out and to old Reporter subscribers, exhausted the first printing of Vol. I, No. 1 (1,000

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copies). Another 1,000 copies were printed at a cost of $400. Volume I, No. 2 (special "Big Think" issue) will be published in late May and will contain 144 pages. A contribution from the American Jewish Committee will permit the printing of 2,500 copies for special distribution over subscriptions. The JOURNAL will attempt to secure advertising and second-class mail privileges for the third issue and those following.

* (Fager-Monserrat) The Board voted to hold its September meeting in Philadelphia, unless the consultation originally scheduled for the same week in Chicago can be financed and held.

* Virginia Coffey reported for the Conference Arrangements Committee, describing local arrangements, hotel facilities, local agency cooperation, and efforts to raise the estimated $2,000 needed for Conference financing.

* (Coffey-Fager) The Board approved the selection of Dr. Charles Wesley, president of Central State College, as the Conference Banquet speaker.

* The Board commended Mrs. Coffey and her committee for their work. (Yoshino-Leskes)

* By consensus, the Board authorized Helen Amerman to explore further her idea of a Conference of City Planners and Redevelopers. The meeting, similar in nature to NAIRO's Police-Community Relations Conference, would focus on the intergroup relations aspect of city planning and redevelopment. Several types of sponsorship were considered: jointly by NAIRO, the National Association of Housing and Redevelopment Officials, and the American Society of Planning Officials; by foundations; by a university human relations center; by ACTION; or by the Housing and Home Finance Agency.

* Commenting on plans for NAIRO's 1961 Annual Conference in San Francisco, Miss Amerman voiced concern about the lack of cooperation from national agency personnel stationed in that area. This had become apparent during the planning of the President's recent West Coast tour, and she shared with the Board her anxiety that the situation might continue unchanged during the active months preceding the 1961 meeting. National Agency personnel at the Board meeting agreed to write to their West Coast associates, urging greater cooperation.

* The Board received and discussed a proposal submitted by Alma Scurlock (Commissioners' Council on Human Relations, Washington, D.C.), suggesting revision of the By-Laws to re-classify members in a total of four categories. Independently of the By-Laws revision, she also suggested that a new dues structure be instituted. This was referred to the Membership Committee with a request that the Committee submit recommendations in September. A suggestion from the Finance Committee that a sliding dues scale (based on salary levels) be at least considered was also referred to that body.

* (Yoshino-Ervin) The Editorial Board of the JOURNAL was asked to explore a proposal submitted by Roy Millenson (American Jewish Committee, Washington, D.C.). Mr. Millenson recommended that NAIRO investigate the possibility of establishing within the Library of Congress a special intergroup relations collection, comprising selected, non-copyrighted materials that would be recommended periodically by NAIRO.

* (Fager-Monserrat) The Board accepted the invitation tendered by Washington,

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D.C., Professionals to NAIRO, to hold the 1962 Annual Conference in that city.

* (Whitby-Leskes) The Board gave tentative approval to acceptance of a 1963 bid from Cleveland professionals. The final decision will be reached at the November Board meeting, with representatives of the Cleveland group in attendance.

* A suggestion from Cleveland professionals that NAIRO institute a Conference registration fee for NAIRO members was tabled. It had been suggested that money raised from this source be place at the disposal of the Conference Program Committee, for its use in paying speakers' expenses or honoraria. This would free the program developers from restraints imposed by the local host city committee's fund-raising problems.

* Reviewing a report from Clarence Senior on population redistribution study plans developed by Dr. Dorothy S. Thomas, University of Pennsylvania, the Board noted that special runs of 1960 Census data concerning migrants would be made for 19 cities. It voted to ask Dr. Senior to discuss with Dr. Thomas the inclusion of additional cities suggested by NAIRO members.

* By consensus, the Board agreed to advise NAIRO members to press the Census Bureau for inclusion (as part of its 1960 P-E series) of special reports on various ethnic and racial groups. It has been suggested by Dr. Senior that pressure on the Bureau to economize might force cancellation of these.

* (Culberson-Monserrat) The Board accepted the application of Philadelphia members for Chapter status and granted them Charter #1. The Regional Chairman, Emanuel Muravchik, will notify them of this action.

* (Fager-Monserrat) Application from Chicago members for Chapter status was approved with the following qualification: that the Chapter By-Laws be amended to include, as Article XIII, Section 4, the following:

> "This Chapter shall not engage in any activity which may be construed as carrying on propaganda, or otherwise attempting, to influence legislation; nor shall this Chapter engage or intervene in any political campaign on behalf of any candidate for public office; nor shall it act in any manner contrary to the By-Laws or policies of NAIRO."

The Regional Chairman, Beulah Whitby, will notify the Chicago group of its new Chapter status.

* (Culberson-Yoshino) The Board voted that it could not consider applications for Charters unless submitted in writing according to requirements adopted by the Board in January. The Board looked forward to receiving such formal applications from New York City and Detroit members, perhaps by its September meeting, but ruled that it could not grant approval at this time.

Proposed New York City By-Laws were reviewed, and the Board noted that the prohibition against legislative activity was not written in the specific language required by the Board and that the Chapter's precise geographic area of operation was not defined. The Board further asked Regional Chairman Emanuel Muravchik to explore with Northern New Jersey members the possibility of forming a chapter there.

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* By consensus, the Board agreed that it lacked authority and precedent for action on the complaint brought by NAIRO member William Karp, alleging violation of professional ethics in an interagency personnel situation that threatens his job tenure at the Bureau on Jewish Employment Problems, Chicago.

* (Fager-Monserrat) The Board voted to establish a special committee to survey and study the entire question of professional ethics and standards as they relate to professional status, reputation, livelihood, and job tenure. The committee will report to the Board with recommendations on areas in which NAIRO should take active interest, governing policy, and procedural steps. The committee was also asked to outline types of problems arising in this context, with recent examples.

  The President then named the following to constitute that Committee: John Morsell, chairman; Joseph Monserrat, Louis Radelet, Paul Klein, Irving Goldaber, and Theodore Leskes.

* The Board voted its official thanks to those involved in the planning of the meeting and local hospitality: Mrs. Virginia Coffey, the Cincinnati Gas and Electric Company, Mrs. Donald Spencer, and local intergroup relations professionals.

Respectfully submitted,

VIRGINIA COFFEY
Secretary

JOHN V.P. LASSOE, JR.
Executive Secretary

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June, 1960

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

BOARD OF DIRECTORS
PHILADELPHIA
SEPTEMBER 16-17, 1960

MINUTES

Present: Frederick B. Routh, presiding; Virginia Coffey; Frances Cousens; George Culberson; Lloyd Davis; Frank Fager; John Feild; Irving Goldaber; Burton Gordin; Arthur Johnson; Sidney Lawrence; Theodore Leskes; Joseph Monserrat; Emanuel Muravchik; Edward Rutledge; John Yoshino.
Guests: Robert Greene; Saal Lesser; Booker T. McGraw; George Schermer.

I. Minutes of the May 20-21 Board meeting were approved. (Cousens-Culberson; CARRIED)

II. The 1961 Conference Committee request for permission to sell advertising space in the printed Conference program was approved. (Fager-Leskes; CARRIED)

III. An invitation to affiliate with the National Conference on Social Welfare was referred to the Interprofessional Relations Committee, which was asked to recommend action to the Board at an early meeting (Fager-Gordin; CARRIED). A motion to decline the invitation and maintain NAIRO's policy of affiliating with no organization was defeated.

IV. The Board accepted with thanks the report of the Nominating Committee (Booker T. McGraw, chairman), taking special note of Committee recommendations that the nominating process be re-studied for future years, especially if the mail ballot is used.

V. Chapter charters were approved for the following:

Detroit (Coffey-Fager; CARRIED)
New York (Culberson-Fager; CARRIED)
Minnesota (Fager-Cousens; CARRIED)
Metropolitan Washington (Leskes-Gordin; CARRIED)

VI. The Board accepted with thanks (Leskes-Cousens; CARRIED) a report from the Publications Committee that showed the following: a gain over the summer of 181 non-member subscriptions to the JOURNAL, for a total of 415 (or 20% of stock) sold since publication; and the sale to date of 3,219 copies of Civil Rights in the Nation's Capital (or 80% of stock) since publication.

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VII. The following action was taken on recommendations presented by the Membership Committee (Frances Cousens, chairman):

A. To establish a new category of Participating member (dues: $5), for those not professionally employed (Active) or agency Board members (Associate, under this proposed revision). REJECTED.

B. To establish anniversary renewal of memberships as NAIRO policy, retroactive to August (memberships to expire one year from date of joining, rather than at the end of the calendar year). (Culberson-Leskes; CARRIED)

C. To drop members who have not paid current dues by the midpoint (six months) of their membership year. (Late payment of dues is not to change membership anniversary date). (Fager-Leskes; CARRIED)

D. To establish a $2 reinstatement service charge, for those dropped members rejoining NAIRO within two years. (Cousens-Culberson; CARRIED)

E. To offer prizes for those recruiting the largest number of new members. REJECTED (Culberson-Fager)

F. To establish a "Sponsors of NAIRO" category for those contributing $25 or more annually. Referred to the Membership Committee for study of services and privileges that might be offered to sponsors; basic idea approved. (Johnson-Coffey; CARRIED)

H. To establish Life Memberships in NAIRO (Life Active and Life Associate) at a $300 fee, payable in one sum or in three annual installments. (Johnson-Leskes; CARRIED). A plaque will be installed in the NAIRO office, to carry the names of life members.

A Special Committee was authorized (chairman to be named by President), to develop a public relations program for the Association, reporting back to the Board with its recommendations. (Monserrat-Cousens; CARRIED)

The Membership Committee reported a total NAIRO membership of 615, all paid for the current year. Since May, 67 new members had been added, while, under the policy adopted at the previous Board meeting, 41 members had been dropped for non-payment of dues, with another 30 due to be dropped on October 1st.

VIII. A Conference registration fee of $5 for both members and non-members was approved, to begin this year. (Gordin-Leskes; CARRIED) The report of the Conference Committee (Virginia Coffey, chairman) was accepted with commendation of its members, as was the report of the Conference Program Committee (David Danzig, chairman). (Monserrat-Culberson; CARRIED)

IX. A Development Fund was established, with the understanding that money contributed by members for this purpose would be used for program expansion only, except in time of crisis. (Gordin-Cousens; CARRIED)

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X. The report of the Treasurer was approved. Noting that, for the remainder of 1960, firmly anticipated income equalled anticipated expenditures (under an austerity budget), the Board voted to defer decision on the closing of the National Office until its November meeting. (Gordin-Feild; CARRIED)

XI. A suggestion that certain services be offered to agencies on a subscription fee basis was referred to the Resources and Planning Committee for further study. That committee was asked to survey agency desires and needs and to inquire into services offered by other professional associations. Development of a promotional brochure ("What Is NAIRO?") was approved, with the request that it be printed at the earliest possible moment. (Gordin-Davis; CARRIED)

XII. Considering a variety of suggested program proposals, the Board gave approval to a pilot project in the area of housing opportunity. To be developed in cooperation with the National Committee Against Discrimination in Housing, it would concern itself with the training of personnel for housing programs, with the staffing of selected housing groups around the country, and with conferences for city planners and redevelopers. (Rutledge-Culberson; CARRIED)

The President appointed a committee to develop the housing project proposal, holding such consultations with housing experts as it deems necessary: Edward Rutledge, chairman; Frederick Routh; George Culberson; Frances Levenson; and Joseph Monserrat.

As part of the housing project, the Board also approved "The Changing Metropolis" as the theme of a (1961) year-long program of study and discussion for NAIRO Chapters, regional conferences, and other NAIRO units, culminating in the 1961 Annual Conference. Money would be sought for a consultation, similar to that held in January, 1960.

The Board approved the report of the Committee on International Relations, which included development of an international survey, an international conference, and an international center for intergroup relations, if funds can be obtained.

Tentative approval was given to a proposal that NAIRO inaugurate a program, combining elements of internship and in-service training, designed to prepare potential intergroup relations workers for municipal and state agency (and private organization) openings that will be occurring with increasing frequency in the South. The Executive Secretary was directed to develop such a program prospectus for Board approval at an early meeting. (Fager-Rutledge; CARRIED)

XIII. The Board adjourned, with thanks to the Philadelphia Commission on Human Relations for its hospitality.

Respectfully submitted,

VIRGINIA COFFEY, Secretary

JOHN V.P. LASSOE, JR.,
Executive Secretary

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

16 September 1960

TO: NAIRO Board of Directors
FROM: John Lassoe, Jr., Executive Secretary
SUBJECT: Fund-raising efforts: Summer, 1960

At its May 20-21 meeting in Cincinnati, the Board directed that certain steps be taken to secure the funds necessary for NAIRO's survival. Many of these were discussed subsequently at meetings of the Resources and Planning Committee in Philadelphia (June 9) and Toledo (June 10). Some action has been taken on most of the directives, and a report follows:

Membership

The "Each One Get One" membership drive, launched in June, has recruited 62 new members. (June membership: 624)

Despite strenuous efforts to secure their renewals for 1960, it was finally necessary to drop 41 old members* on September 9th. (Original Board-directed deadline: July 1st)

NAIRO's present membership: 6 1 5, all paid for 1960.*

* Another 3 0 old members have yet to pay 1960 dues, but have indicated their intention to pay. They have not been dropped from the roster, but are not included in the paid membership figure.

JOURNAL Subscriptions

Special efforts to attract JOURNAL subscribers continued over the summer, and 1 8 1 new ones were secured.

Non-member subscriptions now total 4 1 5.

Publication sales

Single-copy and small-bulk sales of the DIRECTORY (147 sold since May) and the CIVIL RIGHTS report (64 sold since May) also continued.

Single-copy JOURNAL sales (89 since May) accounted for a modest return, as did sales of the special MANPOWER UTILIZATION Report.

Approaches to Agencies, Corporations, Unions, Foundations

A. Agencies

1. American Jewish Committee (Lassoe met with John Slawson and David Danzig; formal appeal, Routh to Slawson) -- $1,000 voted in August.

2. Anti-Defamation League (Lassoe & Routh met with Alex Miller; formal appeal, Routh to Ben Epstein) - Rejected. Funds totally committed for 1960; will consider in 1961, but unlikely then.

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3. National Conference of Christians and Jews (Lassoe & Routh met with Dumont Kenny; formal appeal, Routh to Lewis Jones). Rejected. "Not NCCJ policy to give grants." Subsequent appeal asked equivalent amount ($1,000) in NAIRO memberships for NCCJ staff and in JOURNAL subscriptions. No reply as yet. (Possible)

Still to be approached

4. National Urban League
5. NAACP
6. NCRAC
7. American Jewish Congress
8. AFSC
9. Others ?

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B. Labor Unions

1. AFL-CIO, through Civil Rights Committee (John Yoshino met with Boris Shishkin; formal appeal, Routh, for $5,000) - AFL-CIO Executive Committee did not act on this at August meeting, which is usually tantamount to rejection. Shishkin, neither enthusiastic nor hopeful, says that he will present it again. (Unlikely)

2. United Steelworkers (George Culberson met with Francis Shane re: $500 - $1,000 grant; no formal appeal yet). To be pursued. (Hopeful).

Still to be approached

3. United Automobile Workers
4. IUE
5. ILGWU

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C. Corporations

1. Owens-Illinois Glass, Toledo (Routh, Lassoe & Fager met with Hugh Laughlin, Vice-President; formal appeal for $1,000) - No reply yet. (Possible)

2. General Tire & Rubber Company, Akron (Lassoe & Fager met with Jules Lippmann of Toledo subsidiary; formal appeal for $1,000 routed to Akron later). No reply yet. (Unlikely)

3. Crown-Zellerbach Foundation, San Francisco (Amerman & Howden met with Charles Stine, secretary; formal appeal for $1,000) - Rejected. Too late for 1960 consideration, but invited to reapply in 1961. (Hopeful) Outside chance for 1960 special grant prompted second appeal. No reply yet. (Unlikely)

4. Inland Steel, Chicago (see below: Leigh Block Fund)

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Fund-raising report - 3

Still to be approached

5. "Big Three" Auto Companies, Detroit
6. U.S. Steel, Pittsburgh
7. International Latex
8. Levi Strauss Company, San Francisco

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Foundations (family and general), Individuals

1. Edward Lamb Foundation, Toledo (Lassoe & Fager met with Mr. Lamb; formal appeal for $1,000). No reply yet. (Unlikely)

2. Community Foundation, Toledo (Lassoe & Fager met with Alfred Billstein, president) - $100 granted in June.

3. William C. Whitney Foundation, New York (formal appeal for $1,000 will be considered in October) - No reply yet. (Possible)

4. Cyrus Eaton Foundation (Gremley & Gray have initiated talks with key contact; no formal appeal yet) - To be pursued. (Possible)

5. Leigh Block Fund, Chicago (Livermore met with Philip Ash of Inland Steel; formal appeal for 3-year, $5,000 JOURNAL subsidy). - No reply yet. (Possible)

6. Taconic Foundation (Lassoe talked with Mrs. Eddy, executive secretary) - Grants have been made for 1960. If crisis and NAIRO still exist in November, an appeal might be considered, but not before then. (Project appeals will be welcome in 1961) To be pursued. (Hopeful, as personal gift)

7. Joseph P. Kennedy, Jr., Foundation (John Feild met with staff) - No likelihood of grant.

8. Mary Lasker Foundation (John Feild talked with staff) - Grant is possible, but only on project basis. To be pursued.

9. Field Foundation (Lassoe & Frank Loescher met with Maxwell Hahn, executive vice-president, re: $15,000 international survey grant; formal appeal to be developed after some research, for consideration in late September) - To be pursued. (Unlikely)

10. Briggs Family (John Feild contact) - Grant possible, but small one only. To be pursued. (Possible)

11. Carnegie Corporation (John Feild conversation with staff) - Support possible on long-range basis, but only after development of interest. To be pursued. (Possible)

12. Division Fund, Chicago (Margaret Garrity conversations with Robert Klein, secretary) - Earlier interest in matching internship grant, never awarded for various reasons, is now being explored in connection with (a) AJC-NAIRO-U. of Chicago internship and (b) Chicago "Big Think". To be pursued. (Possible, but not as grant for NAIRO administration)

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13. Center for Programs in Government Administration, University College, Chicago (Lassoe conversations with staff) - Offer of $2,500 matching funds for "Big Think" still in force, if we can raise other half. To be pursued. (Hopeful, but not as aid for NAIRO administration)

14. Rockefeller Brothers Fund (Lassoe conversations with David Freeman; formal appeal for emergency administrative grant of $5,000). No reply yet. (Unlikely, although the "right" project might gain support here.)

15. Philadelphia Foundation (Lassoe inquiry to Richard Bennett) - No reply yet. (Unlikely, since funds seem bound to city area).

16. H. Irving Pratt, New York (John Morris talked with him; formal appeal for unspecified amount) - No reply yet. (Unlikely).

Still to be approached:

17. Jacob Blaustein, Baltimore
18. Philip Murray Foundation, Washington
19. Ascoli Foundation, New York
20. Ben D. Zevin, Cleveland
21. McGregor Fund, Detroit
22. Sears-Roebuck Foundation, Chicago
23. Matthew H. McCloskey, Washington, D. C.
24. New World Foundation, New York City

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

16 September 1960

TO: NAIRO Board of Directors
FROM: John V.P. Lassoe, Jr., Executive Secretary
SUBJECT: Summary of Suggested Proposals, 1960

A large number of special projects and programs have been proposed to NAIRO or developed by its committees over the past two years. Summarized here are: (a) those already approved by the Board, (b) those now proposed by NAIRO committees or commissions, and (c) those suggested by individual members or by the executive secretary.

A. APPROVED

1. Associate Director ($15,000 annually for three years, covering salary and related expenses) - - Employment of staff to supplement work of the present executive, across the board or with specific program responsibility. (In writing; Board approval)

2. Informational Services Program ($13,000 annually for three years, covering salary and related expenses) -- Four-fold attention to field's information needs: survey of existing resources, referral of inquiries, research on non-referrable inquiries, preparation of special materials. (In writing; Board approval)

3. Journal of Intergroup Relations ($6,000 annually for three years, covering editorial, printing and promotion costs) - Subsidy of major costs of Journal publication during its first three years, i.e., until it becomes self-supporting. (In writing; Board approval)

4. Publications Fund ($2,500 annually for three years, covering editorial and printing costs) -- Establishment of a revolving fund to permit publication of pamphlets for low-cost distribution. (In writing; Board approbal)

5. Local Program Activity Aid ($1,500 annually for three years, covering travel, materials, etc.) -- Stimulation of regional NAIRO conferences and local NAIRO chapters through officer and staff travel, and other program aid. (In writing; Board approval)

6. Research services ($15,000 annually for three years, covering staff and related expenses) -- Continuing survey of pertinent agency and academic research, organization of practitioner-academician research conferences, preparation of research bulletins, stimulation of needed research. (Board approval; to be written).

7. Internship Program (No fixed amount or time period) -- Funds have been sought constantly since 1958 to provide matching grants ($2,500 each) for agency internships; administrative and seminar funds must now be sought, too. (In writing; Board approval)

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8. International Survey ($15,000 for one year; preferably $30,000 for two years) -- Compilation of information and materials on intergroup relations problems and approaches throughout the world; preparation of summary document; development of agenda for international conference (see B, 3 below); rationale for international center (see B, 4 below). (In writing; Executive Committee approval)

9. "Big Think" Consultation ($2,500 to match funds offered by Center for Programs in Government Administration, University College, University of Chicago) -- A meeting similar to the January (New York City) consultation, to advance "Big Think" discussion in 1960. (In writing; Board approval). (See substitute suggestion, C, 1 below).

B. COMMITTEE PROPOSALS

1. "Intergroup Relations and the Public Interest" ($8,000 for one year, covering salary and related costs) - An inquiry into this subject, along lines developed by a midwest Philosophy body but with special reference to intergroup relations concerns. (Special Interdisciplinary Committee: Edward Olsen). (In writing; action deferred by Board at May meeting)

2. Housing Internship Program (Amount and time period not established) -- To train staff for intergroup relations housing programs, under the framework of the old internship program but with sole emphasis on housing. (Commission on Housing and Family Life) (To be explored and written) (See C,5 below for complementary suggestion)

3. International Conference (Amount and time period not established) -- A proposal for an international conference on intergroup relations work, involving practitioners and academicians from various parts of the world. This would follow the international survey (A, 8 above), which would provide both agenda and participant contacts for the meeting. (Committee on International Relations) (To be explored and written)

   It has been suggested that the Conference need not necessarily await completion of the survey, that the agenda and contacts abroad could be developed now with existing foreign and U.S. resources. (David Danzig)

4. International Center (Amount and time period not established) -- A proposal for an international center on intergroup relations research and practice, to compile and disseminate the latest information on intergroup relations work around the world. This proposal will be developed around survey results (A, 8 above). (Committee on International Relations) (To be explored and written)

5. Defining Professional Standards ($15,000 for one year, covering staff salary and related expenses) -- Definition of the role and function of the intergroup relations generalist and the standards for various professional attributes, leading to the creation of machinery for the accreditation of consultants. (Committee on Professional Standards) (In writing)

C. SUGGESTED

1. "Big Think, 1961" ($6 - 10,000 for one year, covering consultation(s) and special Journal issue) -- A year-long program of consultations and discussion designed to help the field translate its directions and visible trends

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C. SUGGESTED

1. into short-range and long-range goals, with program priorities. The Chicago consultation (see A,1) would become a January meeting to launch the 1961 program.

2. (Perhaps as part of #1) Specialized Consultations ($4-5,000 apiece) -- A series of top-level consultations on specific areas of concern (e.g. housing, city planning, employment, guidance and counselling), involving intergroup relations workers and outside experts. Nature of discussion: "brainstorming." Focus: methods and techniques.

3. In-Service Training (Amount and time period not established) -- A series of in-service seminars or institutes in cities across the country, designed for "middlers" (3-7 years' experience) in intergroup relations and related agencies. (Advanced by Financial Advisory Committee; also suggested by others)

4. Center for Advanced Studies (Amount not established, but high) -- Establishment at some university of a center designed to give experienced professionals an opportunity for "mind-stretching" study, discussion and research. [The Interagency Executives Council, which first proposed the idea, contemplated a group of twenty-five each semester, all on paid leave-of-absence from their agencies or (for public agencies) on scholarships]

5. Housing Opportunity Program (Possibly $80,000 annually for three years; in cooperation with National Committee Against Discrimination in Housing) -- A pilot project concerned with training of staff and development of program in 6-8 housing opportunity groups around the country. The project would select presently unstaffed programs and would recruit, train and supervise staff for each -- utilizing seminars, field consultation, publications, etc. The local group would pay its own operating expenses, exclusive of staff salary. NCDH would provide technical and program guidance; NAIRO would supervise training. (Suggested by Frank Quinn; endorsed by Frances Levenson)

6. Agency Newsletter (possibly as part of Informational Services Program (see A,2) or as separate project with budget of $8-10,000 annually for three years) -- Compilation and dissemination of agency news, program ideas, structural changes, and developments. Similar to Departmental newsletters, but (a) staffed and (b) distributed across agency lines. (Suggested by Maurice Fagan and others)

7. Bulletin for Board Members (possibly as part of A,2 or as separate project with budget of $3-5,000 annually for three years) -- A bi-monthly or quarterly newsletter for agency Board members (those belonging to NAIRO or those subscribing or both), to report agency and professional (but not substantive) news of special interest; to help develop profession's image; to give Board members a sense of nationwise "fraternity." (Harold Murray has suggested that such a bulletin be developed for all interested lay people -- "Friends of NAIRO" -- who express an interest in intergroup relations work.)

8. Consultant Services ($50,000 annually for three years, covering staff salary, consultant fees, travel, materials, etc.) -- A project to render professional assistance to new citizens groups and public agencies, especially in the South, that face organizational problems. Competent professionals (employed on a fee basis) would be made available to new agencies

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8. on request; materials and correspondence would offer continuing aid afterwards.

9. Southern Staff Training (amount and time period to be established) -- A program, combining elements of internship and in-service training, designed to prepare potential intergroup relations workers (now in peripheral agencies) for municipal and state agency openings that will be occurring with increasing frequency in the South. This is a long-range program, with short-range values as well.

10. Conference for City Planners
11. Conference for Redevelopers (Amounts to be established)

Proposed by Helen Amerman, these meetings would follow the pattern established some years ago in NAIRO's Police-Community Relations Conference; a consultation for city planners or redevelopers or both, together with their intergroup relations agency counterparts in the same cities.

12. The Grand Package ($250,000 annually for 3-5 years) -- Proposed originally in 1958, this would incorporate (a) research services, (b) training services, (c) consultant services, (d) program services (membership services and special projects), and (e) informational services. It could logically incorporate and support eight or nine of the Approved projects, one or two of the Committee proposals, and six or seven of the Suggested projects above. (The major addition in 1960 might be: (f) International Services, at an annual budget of $50,000.)

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NAIRO BOARD OF DIRECTORS
PRE-CONFERENCE MEETING
NOVEMBER 14, 1960

MINUTES

PRESENT: Frederick Routh, presiding; Helen Amerman, John Binkley, Louise Blackham, Virginia Coffey, Frances Cousens, George Culberson, Lloyd Davis, Louis Ervin, Frank Fager, Margaret Garrity, Burton Gordin, Theodore Leskes, Edward Rutledge, Beulah Whitby, John Yoshino.

Guests: Marshall Bragdon, John Buggs, Eleanor Dungan, William Gremley, Robert Hoffman, John Hope, II, Virginia Huebner, Booker McGraw, Howard McKinney, Annabel Prescott, Joseph Robison, Adele Young, Frankye Brown, John Lassoe, Jr.

I. Virginia Coffey, Conference Arrangements Chairman, reported briefly on final arrangements. She noted an advance registration of over 100, high for NAIRO conferences. With a goal of $2,500, the Conference Finance Committee (Marshall Bragdon, chairman) reported $2,400 in hand or firmly promised, and an additional $200 pledged if needed.

II. John Lassoe reported for the Conference Program Committee (David Danzig, chairman). A final tally showed 78 members and 10 non-members with program assignments. Although the figure was high, it was noted that it will become increasingly difficult to involve NAIRO members as the membership grows. With the present membership (679) and the present rate of participation (78), it would take over 8 years to include all. It also becomes more difficult to involve each and every segment of the membership; the labor union people, for example, had complained that none of their number had received a program assignment this year.

Mention was made of the first NAIRO section meeting, scheduled for Thursday morning. Called by Paul Ertel (Chicago Commission on Human Relations), it is an attempt to draw together all involved in migration services.

III. Minutes of the September 16-17 meeting were approved (Garrity-Whitby, CARRIED).

IV. The Treasurer, Burton Gordin, presented his report for the period,

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January 1 - November 9, 1960. It showed disbursements of $33,761.70 and receipts of $31,032.87. The balance on hand (exclusive of the Executive Secretary's severance account) is $2,637.22. (Statement attached). ADOPTED WITHOUT DISSENT.

V. Reporting for the Finance Committee, Burton Gordin noted that funds in hand and firmly anticipated made continued operation likely through April or May, 1961. It will be necessary to raise $14,500 from sources not now anticipated to carry NAIRO through 1961, but at least $6,000 of this amount is already a strong possibility.

The Development Fund goal for 1961 was set at $1,500, with pledges to be solicited at the Conference and, from those not in attendance, by mail. (Gordin-Yoshino, CARRIED). The Board launched the drive by pledging $320 (23 Directors and guests) on the spot.

It was recommended to the incoming Board that separate chairmen be named for the Development Fund drive, the Life Memberships drive, and the Sponsors of NAIRO Committee.

VI. Edward Rutledge, chairman of the Commission on Housing and Family Life, reported briefly on the Housing Opportunity Program now being developed by NAIRO and the National Committee Against Discrimination in Housing. One Meeting of an advisory group has been held, and another will follow on November 29th. It is hoped that the proposal will be ready for submission to foundations by January 15th. (Second draft attached.)

VII. The Board endorsed the proposed change in the By-Laws (i.e. creating a Legal Committee and granting its chairman ex officio Board membership) that will be voted on by the membership at the Annual Meeting. (Garrity-Fager, CARRIED).

VIII. Applications for Chapter Charters were received from two localities:

Metropolitan Pittsburgh (Yoshino-Garrity, GRANTED)
Northern California (Amerman-Whitby, GRANTED)

In discussion, Edward Rutledge suggested that the Legal Counsel develop a set of recommendations governing model local By-Laws, with special attention to the area of Chapter public statements. Helen Amerman noted that flexibility is needed since the size of the Chapter area and other local differences can affect the nature of the By-Laws. Theodore Leskes observed that most of the Chapter By-Laws adopted and approved to date lacked provision for National Board ratification of any future amendments.

IX. In view of the report of the Finance Committee presented earlier, the continuation indefinitely of the National Office was voted. (Rutledge-Garrity, CARRIED).

X. Theodore Leskes, chairman of the Editorial Board, reported that non-member subscriptions to the JOURNAL OF INTERGROUP RELATIONS had reached a total of 467, a gain of 52 since September 17. Approximately 336 subscription renewals, or a total of $2,000, can be anticipated in or by January. Without dissent, the Board voted commendation of

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Samuel Spiegler, JOURNAL editor, and the entire Editorial Board, for their efforts and success during the first year of publication.

Discussion of the DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID PROFESSIONAL STAFF brought agreement that, despite the slow sale of this publication, there is acute need for annual or biennial revision to bring it up-to-date.

XI. The report of the Membership Committee (Frances Cousens, Chairman) was postponed until the post-Conference Board meeting.

XII. Booker T. McGraw reported for the Nominating Committee (see attached). Having heard the recommendations of the Committee, the Board was in accord with dissatisfaction expressed with the present system and registered its approval of the intent of the recommendations (Culberson-Whitby, CARRIED). The Board revered its policy of limiting the Nominating Committee to one nomination per vacancy, and the number to be nominated for any post was left to the discretion of the Nominating Committee. (Rutledge-Ervin, CARRIED).

XIII. It was decided that the report of the Resolutions Committee (Joseph Robison, chairman) should be read to the membership at the initial Business Meeting, distributed in mimeographed form during the day, and acted upon at the closing Business Meeting (Friday, November 18). (Culberson-Garrity, CARRIED).

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The meeting adjourned after President Routh had expressed his appreciation to the members of the Board for their cooperation during the year of his administration.

Respectfully submitted,

VIRGINIA COFFEY, Secretary

JOHN V.P. LASSOE, JR.,
Executive Secretary

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Attachments

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
800 Commercial Trust Building, Philadelphia, Pa.

Statement of Receipts and Expenditures
January 1 to November 9, 1960

Anticipated Receipts - 1960 (Revised Budget)			Receipts to November 9, 1960		
McGregor Fund (Terminal Grant)		$2,500.00	McGregor Fund		$2,500.00
Special Funds Drive Contr.		200.00	Special Funds Drive		1,159.50
Int. on Savings Acct.		200.00	Int. on Savings Acct.		99.75
Membership Dues			Membership Dues		
New	- 1500		New	- 2,870.25	
Renewal	- 6500	8,000.00	Renewal	- 6,395.00	
Publications			Life Members	- 500.00	9,765.25
Journal	4000		Publications		
Directory	1500		Journal	3,874.00	
Civil Rights	1500		Directory	807.25	
Other	300	7,300.00	Civil Rights	1,245.00	
1960 Conference Non-member Registrations		300.00	Others	97.00	6,023.25
			Development Fund		40.00
			Gulf Oil Stock Div.		104.56
			Turnpike Press Refund		100.00
			Sale of Gulf Stock		10,638.81
			Seminar Travel Fund (Wm. Penn Center)		176.75
			Refund of Airline Dep.		425.00
		$18,500.00			$31,032.87

Anticipated Expenditures (Revised) 1960			Expenditures to November 9, 1960		
Administration (National Office)			Administration (National Office)		
Salaries			Salaries		
Exec. Sec'y.	10,000		Exec. Secy.	8,444.37	
Office Secy	4,530		Office Secy.	3,829.89	
P.T. Clercl	800	15,330.00	P.T.Clerical	699.01	
					12,973.27
Employee Benefits			Employee Benefits		
Hospitalization	97.		Hospitalization	84.12	
Soc.Security	320.	417.00	Soc.Security	227.34	311.46
Office Expenses			Office Expenses		
Hospitality	125.		Hospitality	86.14	
Rent	1,356.		Rent	1,108.40	
Equipment	250.		Equipment	238.78	
Equip.Reserve	100.		Equip.Reserve	- - - -	
Printing	1,200.		Printing	1,252.86	
Post.,Mail	1,200.		Post.,Mail	1,096.65	
Telephome	750.		Telephone	634.94	

Anticipated Expenditures (cont'd)		
Office Supplies	600.	
Travel (exec.secy)	2,500.	
Subscriptions	25.	
Miscellaneous	100.	
		8,206.00
President's Office		- - - -
Treasurer's Office		
Bookkeeping	300.	
Audit	50.	
Supplies	20.	
Post.&Telephone	30.	
Bonding	35.	
Publications		
Journal (4)	7,975.	
Directory	2,100.	
Civil Rights	2,100.	
Commisson Reports	400.	
		12,575.00
Promotion(Reg.Chairman)		600.00
Internship Seminar		1,500.00
Consultation program "Big Think" NAIRO share		800.00
Miscellaneous		100.00
Total		$40,163.00

Expenditures (cont'd)		
Office Supplies	554.28	
Travel (exec. secy)	2,235.23	
Subscriptions	30.60	
Miscellaneous	12.00	
		7,249.88
President's Office		- - - -
Treasurer's Office		
Bookkeeping	225.00	
Audit	50.00	
Supplies	- - -	
Postage	5.85	
Bonding	62.50	
		343.35
Publications		
Journal	6,948.74	
Directory	2,099.00	
Civil Rights	2,095.00	
Commission Reports	454.30	
		11,597.04
Promotion(Reg.Chairman)		287.20
Internship Seminar		- - - -
Consultation Program "Big Think" NAIRO share		180.00
Finance Committee Travel		45.99
1960 Conference Advance		300.00
National Office and Travel Advance		450.00
Miscellaneous		23.51
		$33,761.70

Balance on Hand January 1, 1960	$ 6,340.75
Receipts to November 9, 1960	31,032.87
	37,373.62
Expenditures to November 9, 1960	33,761.70
	$ 3,611.92

Balance on Hand November 14, 1960	
Girard Trust Company	2,637.22
Benjamin Franklin Savings & Loan Assn.	974.70
	$ 3,611.92

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street New York 19, New York

TOWARD EQUAL OPPORTUNITY IN HOUSING: OUTLINE OF A FIVE-YEAR EXPERIMENTAL ACTION PROGRAM

More than a year has passed since two monumental studies provided America with an unchallengeable picture of racial discrimination in its housing practices. The reports of the Commission on Race and Housing (1958) and the U.S. Commission on Civil Rights (1959) analyzed soberly the barriers to equal opportunity and recommended forthrightly the action that would remove them. These reports concurred on most points of a multi-faceted program aimed at nothing less than eradication of one of the nation's most pressing social problems.

The facts are available. The recommendations are clear. With these tools in hand, there is rich opportunity to mount a massive assault on racial discrimination in housing. In the meantime, an enormous investment sits on the shelf. While more than $750,000 was spent on the two studies, the amount available to date for implementation has been infinitesimal.

If funds can now be found, that implementation can begin. It will require personnel, the development of effective approaches, and the mobilization of a variety of resources. This proposal addresses itself to those needs.

PROPOSAL

The National Association of Intergroup Relations Officials (NAIRO) offers to administer and coordinate a nationwide, five-year program involving a large number of agencies and institutions in a variety of projects designed to recruit and train personnel, test and evaluate community action approaches, influence the crucial area of urban planning and redevelopment, and provide certain interim services for those involved in housing opportunity programs.

I. PROBLEM: There is a shortage of persons who combine in their training or experience intergroup relations knowledge and skill with the technical knowledge and skill of such fields as real estate, mortgage financing, city planning, and housing and redevelopment. Such persons are needed to staff all of the agencies and institutions whose activities bear on housing opportunity.

PROJECTS: One-year internships (on-the-job training) in intergroup relations agencies that have good housing opportunity programs and can offer adequate supervision, for new recruits to the intergroup relations field.

One-year internships in intergroup relations agencies that have good housing programs and can offer adequate supervision, for junior professionals from such fields as city planning, mortgage financing, city planning, real estate, and housing and redevelopment. (These interns would return to their respective fields at year's end.)

One-year internships in selected housing, city planning, real estate, redevelopment, and housing agencies, for junior intergroup

relations workers who lack technical knowledge and skill in these fields. (These interns would return to intergroup relations agencies after the year's training.)

II. PROBLEM: There is need to develop effective approaches for use by community organizations working for equal opportunity in housing. Such approaches must be tested and evaluated in a variety of situations, involving both governmental bodies and voluntary associations.

PROJECTS: Systematic study and evaluation of existing housing opportunity programs, through field visits by qualified experts, through community research projects, and through the staffing of selected citizens' groups.

Development and testing of new approaches to housing opportunity, through experimentation with existing groups or through the formation of new organizations. Both would need the services of qualified personnel.

(NAIRO would be responsible for the recruitment, orientation, and continuing supervision of staff assigned to groups in this experimentation.)

III. PROBLEM: Crucial to long-range development of equal opportunity in housing is the complex of urban planning and redevelopment. Regional and metropolitan studies now underway will shape tomorrow's urban areas. Many do not now reflect intergroup relations concerns and threaten, therefore, to perpetuate residential patterns that operate against equal opportunity in housing.

PROJECTS: Inventory and evaluation of regional and metropolitan studies in terms of intergroup relations concerns.

Experimental development of techniques for sensitizing those responsible for such studies to intergroup relations concerns.

Experimental projects in at least three major urban areas -- in the East, Midwest, and Far West -- designed to demonstrate methods of incorporating intergroup relations concerns into planning and redevelopment.

IV. PROBLEM: The training of workers, the development (through testing and evaluation) of approaches, and the influencing of urban planning and redevelopment will take time. In the meantime, there is immediate value to be gained from a variety of special services and projects.

PROJECTS: A series of regional or local conferences for those in decision-making posts in such fields as real estate, mortgage financing, construction, redevelopment, city planning, and intergroup relations.

Experimental programs in a variety of college communities, utilizing and testing approaches developed by SCAD in Ithaca (Cornell). These would be followed by a series of regional conferences for

college officials, to discuss results and encourage similar projects.

Expansion of existing informational and consultative services (such as those offered by the National Committee Against Discrimination in Housing), to service community groups engaged in housing opportunity programs.

Establishment of a consultative service, to provide the best possible advice and help for builders, realtors, and bankers prepared to offer equal opportunity in sales, rentals, and financing. (An organized consultant program could utilize -- on a fee basis -- the talents of the most competent intergroup relations workers around the country.)

Development of materials, syllabi, and training manuals for institutes designed to train workers responsible for the implementation of relevant federal, state, and local legislation and administrative rulings.

RESOURCES

The program will require the expert knowledge and services of many workers, and the participation and cooperation of intergroup relations agencies throughout the country.

For the administration and coordination of this program, NAIRO proposes to add to its staff such experienced personnel as may be needed to supervise the respective projects, orient workers conduct research, and service community groups.

For the specific training situations, for the experimentation with approaches, for the projects designed to influence urban planning and redevelopment (including the experimental action programs), and for various of the special interim projects, NAIRO would enlist the cooperation of existing intergroup relations agencies, channeling to them the funds necessary to subsidize their participation.

Since the skilled workers are among its members and since it has a preexisting liaison with the intergroup relations agencies, NAIRO is in a favorable position to serve as administrator and coordinator. It brings to this task a thirteen-year history of interest and experience in helping intergroup relations workers acquire the knowledge and skill necessary for effective action. To this end, NAIRO has long concerned itself with developing communication and exchange of information across agency and geographic lines, with the training of new workers and the professional growth of the more experiences, and with the stimulation of needed research in various areas of intergroup relations.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

REPORT OF NAIRO ELECTION FOR 1960-61
by Chairman of Nominating Committee

A. The Election Process

It would appear helpful first to provide the NAIRO membership with a brief delineation of the actual process through which this Mail-Ballot election was conducted, as follows:

1. The Nominating Committee members, lacking an opportunity to meet together, were initially requested by mail to record individually a first and second name for each elective position listed on a preliminary ballot form and return same to the Chairman.

2. The two names, with the highest and second highest count, from the tabulation of these initial returns from Committee Members, were recorded on a form for each elective position and mailed to the Committee members, with a request to check their respective first preferences and return the checked form to the Chairman. This was necessary because, unfortunately, the Nominating Committee was limited to presenting only one candidate for each position.

3. The tabulation of the second mail returns from Committee members produced the concensus committee slate of candidates, each of whom was individually contacted for acceptance or rejection of the nomination and each case of a nominee's rejecting was replaced with the person next in line from the tabulated returns.

4. This final Committee slate of candidates was mailed to the entire NAIRO membership specifying the interim for members to file petitions for inclusion of additional candidates on the final election Mail-Ballot, but none was received.

5. Thus, the final Committee slate became the final slate of candidates on the election Mail-Ballot distributed to the NAIRO membership for voting and returning to the Chairman by November 4, 1960.

Incidentally, it should be noted that throughout this process strict tabulation of returns has dictated the results at each step; names with the highest counts were taken from the tabulated returns, and in cases of ties the names were taken in alphabetical order. Your Nominating Committee Chairman elected to follow this strict tabulation procedure reflecting the collective views of Committee members, rather than exercise a personal judgment seeking improved representation and balance through unilateral action.

All returns were tabulated by the Chairman of the Nominating Committee and are available to any NAIRO member for inspection upon request.

B. The Election Results

Your Nominating Committee Chairman received 92 ballot returns, of which 80 ballots had all names of candidates checked, 11 had one or more names unchecked, and 1 was returned with none checked. Thus, in accordance with present NAIRO election regulations and procedures, the full slate of candidates

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in the subject election Mail-Ballot is hereby certified as having been duly elected for 1960-61, as follows:

President-Elect:	Lloyd Davis	
Vice-Presidents:	Booker T. McGraw and Edward I. Rutledge	
Secretary:	Virginia Coffey	
Treasurer:	Burton I. Gordin	
Board Directors:	Edwin C. Berry	Frances Levenson
	Frances R. Cousens	Alan Reitman
	Malcolm B. Higgins	Frederick B. Routh

Nominating Committee:
(11 for 1 year terms) John G. Feild, Chairman

Alexander J. Allen	Edward Howden
Arnold Aronson	Arthur Johnson
Eleanor T. Dungan	Charles Livermore
Margaret Garrity	Herman H. Long
Chester J. Gray	George Schermer

C. Proposed Revisions in Mail-Ballot Election

Experience indicates some serious deficiencies in present regulations and procedures of our Mail-Ballot election and thus the urgent need for improving our election machinery so as to render the entire election process and results more efficient and democratic in coverage and balance, representative of all significant elements and interests among NAIRO membership. To this end, these proposed revisions are recommended for study and adoption as follows:

1. That the Nominating Committee be authorized and required to present a slate of at least two candidates for each elective position on the Ballot, in lieu the present limitation upon the Committee to nominate only one candidate for each elective position.

2. That the election Mail-Ballot distributed to the NAIRO membership be accompanied with a brief biographical sketch of each nominee on the Ballot.

3. That the Nominating Committee of eleven be composed of the eight Regional Chairmen serving at the time of its recomposition plus three additional members appointed by the President with the advice and consent of the NAIRO Board, and also that the designation of a member as Committee Chairman be similarly made.

4. That the annual recomposition of the Nominating Committee be effected by the President not less than thirty (30) days prior to the convening of the forthcoming Annual Convention, with the Chairman instructed to schedule an initial meeting of the Committee at the Convention and urge all Committee members to attend.

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5. That an Election Board, composed of the Executive Secretary and two (nearby) Board Members of NAIRO appointed by the President, be established to receive and tabulate the election Mail-Ballot returns and report the certified election results to the Annual Convention.

In conclusion, it is believed that the adoption of these proposed revisions, which conform to wide usage, would so enhance the operating efficacy of our Mail-Ballot election as to warrant its continuance as standard practice of NAIRO, just as has come to be the case among similar National Professional Associations generally. The patent advantages of such Mail-Ballot process and results over other election methods include the opportunity for all financial members in good standing not only to vote for their choice among all candidates for each elective position, but also to effect, through petition of three members, the inclusion of additional candidates to supplement the Nominating Committee's slate of nominees. Additionally, the Mail-Ballot election precludes the risk of an Annual Convention becoming embroiled with politicizing while facilitating full Convention concentration on the professional business of NAIRO.

The Chairman wishes to note his appreciation to the Committee members and to the office of the Executive Secretary for gracious cooperation; and also to make it plain that he is solely responsible for this report which has not been cleared through the Committee members for lack of time. Finally, it is hoped that this report and particularly its proposals will receive thorough discussion by the body assembled and also Committee or Board study for recommended official action.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

ANNUAL MEMBERSHIP MEETING
CINCINNATI, OHIO
NOVEMBER 15-18, 1960

MINUTES

TUESDAY, November 15, 1960: A quorum of the membership present; Frederick B. Routh, President, presiding.

The first draft of the Annual Statement of Concerns and Commitments was presented by Joseph Robison, chairman of the Resolutions Committee. Action was deferred until Friday morning, November 18th.

The report of the Nominating Committee was presented by Booker T. McGraw, chairman. (See APPENDIX, Board Minutes, November 14th Meeting). After floor discussion, the following motions were adopted:

(1) In the future, the mail ballot shall be accompanied by brief biographical sketches of all candidates.

(2) An election board, consisting of the Executive Secretary and two nearby Board members (appointed by the President), shall be established each year to receive and tabulate mail election ballot returns and to certify results to the Annual Meeting.

(3) The Legal Committee shall draft an amendment to the NAIRO By-Laws containing, in appropriate language, the following provisions:

* The members of each region shall each year nominate three individuals who are not members of that region, to serve on the Nominating Committee for the following year.
* The names of the 24 persons so nominated shall appear on the mail ballot sent out that year; from these 24 persons, eight shall be elected by vote.
* The President shall have the right, following the election, to appoint three additional members-at-large.

AMENDMENT: This matter shall be referred to the Board of Directors for further study and for assignment to a committee to be appointed by the President, to draft language that will carry out the intent of the Nominating Committee.

(4) The Nominating Committee shall submit at least two names for each office to be filled. (Vote: FOR, 44; AGAINST, 39)

(5) The Legal Committee shall examine the above motion to ascertain if it is compatible or in conflict with the By-Laws, reporting back to the membership during this Annual Meeting.

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(6) The report of the Nominating Committee and the intent of its recommendations was accepted.

The following memorial resolutions were adopted unanimously:

(1) The death of JOSEPH KAPLAN in Boston, Massachusetts this month is noted sadly by his fellow-members. His was a unique contribution to the field of intergroup relations, and we shall all miss his leadership and his warm friendliness.

(2) NAIRO recalls with sadness the news of the death of ELEANOR WRIGHT earlier this year. The loss of her talents and dedication will be felt in our field and in the hearts of those who called her friend.

(3) NAIRO pauses in its deliberations to take saddened note of the death of BORIS JOFFE, our colleague and friend. His wise counsel and mature leadership will be missed, not only in his own community but by all who labor for a more democratic society.

(4) To the family of FRED GROSSMAN we extend our deepest sympathy upon his tragic death on August 19, 1960. The Anti-Defamation League, the community in which he lived and worked, the National Association of Intergroup Relations Officials, and intergroup relations workers have lost a skilled and dedicated worker and colleague.

Respected for his wise counsel and held in affection for his warmth and honesty, he earned the trust and admiration of all who knew him. To those of us in NAIRO especially, to whom he gave unstintingly, his death leaves a void which will not be filled. He will be remembered and revered.

WEDNESDAY, November 16, 1960: A quorum of the membership present; Frederick B. Routh, President, presiding.

Frank S. Loescher reported for the Committee on International Relations, sketching the development of the committee and its various assignments, including the international survey of intergroup relations work (to which the Committee has given first priority and for which it now seeks foundation support).

Frances Cousens reported for the Membership Committee, outlining the sharp rise in membership around the country (total today: 681) and describing the recruitment efforts of her committee.

The report of the Executive Secretary is appended.

George W. Culberson reported for the Resources and Planning Committee, outlining its history, composition, and activities during 1960.

On a motion by Frederick B. Routh, seconded by Robert Greene, the following amendments to the NAIRO By-Laws were adopted:

In Article IX, Section 1, insert as sub-section:

"d. A Legal Committee, which shall advise the Board of Directors (and Executive Secretary, if any) on legal matters relating to the Association. The Chairman of this Committee and its members shall be appointed by the President, with the advice

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and consent of the Board. The Chairman shall be designated as Legal Counsel and, if not otherwise a member of the Board, shall serve ex officio during his term in office."

In Article VII, Section 1, change the first sentence to read:

"1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than thirty-four (34) members, and not less than eighteen (18). . . ."

Samuel Spiegler, editor, The Journal of Intergroup Relations, reported on the editorial policy, history, circulation, promotion, and future plans of that quarterly.

FRIDAY, November 18, 1960: A quorum of the membership present; George W. Culberson, President, presiding.

Burton I. Gordin, Treasurer, presented his report for the period, January 1-November 9, 1960. (See Appendix, Board Minutes, November 14th Meeting).

Reporting for the Finance Committee, Mr. Gordin also outlined the financial prospects for the Association during 1961 and described the Life Membership category and the Development Fund, both established by the Board of Directors during 1960.

A resolution on employment of NAIRO members was adopted. (See APPENDIX, Board Minutes, November 18th meeting).

The 1960 Statement of Concerns and Commitments was adopted.

Respectfully submitted,

JOHN V.P. LASSOE, JR.
Secretary pro tem

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

THE INTERGROUP RELATIONS WORKER AND THE PERPETUATION OF THE SPECIES

Annual Report of the Executive Secretary
Cincinnati, Ohio - November 16, 1960

In this year's report to the membership, I want to focus on just one aspect of NAIRO's concern and activity in the intergroup relations field: the problem of supply and demand in professional replacement.

There is little likelihood that the intergroup relations worker will die out by virtue of being unwanted or unneeded, but there are indications that he may one day fade away for lack of replacement.

The field's personnel needs mount steadily, but our manpower supply is almost static. With appetites whetted by budget increases or staff turnover, agencies turn hungrily to gobble up new workers, only to find a shortage of qualified people within the profession (for higher-level openings) and an inadequate flow of promising recruits (for junior professional vacancies). Jobs can and do go unfilled, even begging, for months on end.

There are, we estimate, 100 job openings in intergroup relations agencies each year. Frankly, there is evidence that even this figure is low; NAIRO posts only forty to sixty vacancies annually, but does not include openings in the major national private agencies or in many public agencies bound by rigid residence requirements. In any case, the number of openings is increasing each year, probably for a variety of reasons:

(1) In addition to normal attrition (death, retirement, intra-agency advancement, normal inter-agency movement, and departures from the field), there are signs of greater restlessness among intergroup relations workers. There was certainly an enormous amount of job-shifting in the twelve months ending last June, and, while this may be the normal consequence of a field's advance to maturity, it wreaked havoc with NAIRO's addressograph plates.

(2) An unusually large number of new jobs have been created in public agencies. Budgets have been climbing steadily, and each month sees the birth of at least one additional staffed municipal agency (just as each legislative season sees the creation of one or more staffed state bodies). Even the federal government has been active in this regard, and there is reason to suggest that it may be even more so in the future. Significantly, the steadily swelling flow of inquiries relating to the establishment of public agencies in the South has begun to include the first requests for help in finding professional staff.

(3) There is growth in the number of intergroup relations jobs in peripheral fields or, at least, an increase in the number of requests from such agencies for people with intergroup relations experience. Boards of Education, housing and redevelopment agencies, community councils, and neighborhood centers seem, more and more, to want what we have to offer -- even if we are hard-pressed to define just what that is.

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This lusty demand for the flesh of intergroup relations workers may be reassuring for those of us troubled about job security, but it is raising monstrous problems for agencies that have positions to fill. I suggest here that we must move rapidly to find answers to some pressing questions:

(1) What are we looking for in our replacements? How long can we continue to issue job descriptions that call for "x years of intergroup relations experience," without defining some of the skills, knowledge, and other professional attributes that we seek? This lack of definition is a problem at all levels, but is most painfully obvious in the recruitment of junior professionals or in the counseling of those who would prepare for careers in our field. (Within NAIRO, this continues to be the major concern of the Professional Standards Committee, but it must be said that, while successive committees have labored diligently and productively, our cumulative progress toward definition has been negligible.)

(2) Where do we find our replacements? At lower job levels, there is no ready answer. Whether we are trying to attract people fresh out of graduate school or to lure them from peripheral fields, the problem of lack of definition is compounded by the lack of ready channels into the field. The number of newcomers needed each year is still relatively small, perhaps too small to justify a network of full-fledged training centers, but we must somehow find and train this new blood. Lacking the replacement supply that other fields find routinely in their professional schools, we must locate or develop alternative sources, at least temporarily.

The thirsty quest for new blood is complicated, of course, by one peculiar feature of intergroup relations employment: there are almost no beginners' jobs! Of forty jobs posted by NAIRO in its Personnel Registry since last November, for example, all required at least one year of paid professional experience in intergroup relations or a closely allied field (all but one job, in fact, required two years or more).

Here, we can pause to lament the passing of the National Internship Program, ended after a few promising years because of the inability or unwillingness of foundations to provide the necessary partial subsidization (there was no shortage, let me add, of agencies willing and able to pay half of the training cost). In its brief history, the program proved to be a highly successful bridge between academic training and professional employment; its demise leaves the newcomer without that formal channel -- and leaves the field without a training ground!

(3) How then do we train our replacements? If we can attract promising people to the field, what do we teach them? who will teach them? Where will they be taught? Is it to be the job of human relations centers, born or yet unborn? Can the agencies do the job? Is there a role for schools of other professions (e.g. social work)? How will we define the basic knowledge desired, as well as the skill training needed? (NAIRO's Educational and Professional Training Committee, which supervised the Internship Program, should perhaps now concern itself with translating that rich experience into practical guidance for others who may undertake the training of recruits.)

(4) Finally, how do we place our replacements? Despite the need for workers at all levels, placement is beset by a host of problems. For one thing, promising recruits may not be available in the city that has the job opening: one public

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agency searched for nearly a year to fill a beginner's post that required no experience! This is, of course, compounded by the fact that most agencies lack funds for out-of-town applicants' travel to interviews: another public agency invited distant workers to come for interviews -- but warned that it could pay travel expenses of only the person finally hired! This lack of funds for recruitment travel virtually insures that the search for talent will be confined to the immediate vicinity.

There is, secondly, a growing tendency within public agencies to require or, at least, prefer that applicants be residents of that city or state. In many cases, this is crystallized in law or in civil service regulations; even where it is not mandatory, however, commissions are sensitive to the general feeling that native sons should get available government jobs. While this is not unnatural, it may prevent consideration of far better qualified candidates.

Residence enters into another aspect of intergroup relations placement: the filling of agency positions in the South. In almost every instance, Southern residence or, at least, prior exposure to the South is deemed essential. Since the delicate and demanding nature of Southern intergroup relations work also dictates an experience requirement, and since there are still relatively few intergroup relations workers in the South, the filling of these positions presents extraordinary problems. (Rather than urge any waiving of Southern background or experience as prerequisites for agency employment, I would here stress the urgent necessity for a revived NAIRO Internship Program in that area.)

I am moved to turn briefly to the question of in-service training and professional growth. How, in effect, can we best prepare the field's current workers for higher-level openings?

Within large agencies, there is always the possibility of formal and systematic in-service training. I am not sure that this is as common as it should be. In any case, smaller agencies -- far more numerous than large in our field -- face a different problem: who trains a one-man staff or, if there are two, is Horace Mann's concept of education appropriate for professional training? This must apparently be tackled on a city-wide seminar basis or through regional conferences and institutes. NAIRO could indeed be the vehicle, but, unless foundation funds can be found, agencies must be persuaded to set aside budget money for this type of program.

In order to keep alive an intriguing idea, I mention again a self-development proposal first noted in the publication of the American Association of University Professors: namely, that an amount equivalent to 4% of each worker's salary be set aside in the agency budget, for his use in professional growth -- including courses, books, travel to professional meetings, research projects, or any other programs approved by, let us say, a staff or Board committee.

Thinking even more specifically of the NAIRO structure, I have wondered, usually without arriving at answers, about the possible role in professional growth of NAIRO Commissions and Departments. The former focus on substantive areas of concern: how can they best transmit to the intergroup relations worker the concepts and knowledge that they develop or synthesize? The latter focus on method or technique, generally in terms of agency role: how can they best involve themselves in advanced skill training? How, in short, can we develop an ever-expanding textbook for our field

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and its professionals?

THE JOURNAL OF INTERGROUP RELATIONS is one of the brightest jewels in NAIRO's crown. I can say this without being immodest because the credit goes elsewhere: to Samuel Spiegler, the Editor; to the Editorial Board and its chairman, Theodore Leskes; to the contributors, of whom we need many more; and to the Board of Directors, who had the courage to plunge into a venture that is still heavily subsidized. Hearing all the favorable comment and excited reaction to this quarterly, I wonder how it can best be used as an aid in professional growth. Can there be staff meetings built around analyses and discussion of key articles? Does the JOURNAL merit the "required reading" designation? Can local chapters pick up some of its articles as the subject of their meetings?

I have asked many questions because I feel that they are part of a broad concern that we share. In saying that the field must occasionally raise its eyes from the difficult and demanding work at hand, to focus on such matters as standards, training, recruitment, placement, and professional growth, I risk the charge that I am off again on the professionalism kick. Heaven knows, enough people see in me the incarnation of all they believe NAIRO is doing and will do to rob intergroup relations of the bloom of dedication.

What those critics fail to see, and what I want to be sure no one else fails to see, is that professionalism is -- in the best sense and in the only sense in which I construe it -- the conscious effort to substitute for trial and error (sometimes unkindly called "dedicated ignorance") planned activity, based on the whole field's evaluated experience and carried out by people equipped by temperament and training (or their own experience) to do the job effectively. One aspect of professionalism is the preparation of those workers, and -- in many ways -- this is now our most important collective task.

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APPENDIX NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Resolution on EMPLOYMENT OF NAIRO MEMBERS

There is a belief by a number of NAIRO members that NAIRO has a responsibility to protect the job security and right to work of its members. This responsibility is inherent in the nature of a professional organization.

Hiring, upgrading and job maintenance with undue regard for non-performance factors such as religion, national origin, race, political affiliation, organizational membership, and matters of the conscience, is anathema to the very principle for which NAIRO stands. The prime employment consideration must be that of merit, as it must be for employers in the larger employment market.

To work toward this goal, the following recommendations are hereby presented:

1. that the NAIRO membership accept this resolution in principle at the 14th Annual Conference

2. that, at the same annual conference, the NAIRO membership instruct its incoming Board of Directors to organize a committee or activate any existing committee whose responsibilities will be the following:

   A. make a thorough investigation of the problem referred to in this resolution

   B. develop broad professional standards which employing agencies should use in the selection of personnel and, at the same time, enumerate those standards or ethical considerations which should not be used

   C. develop a workable plan of procedures through which the machinery of communication with and policing of agencies employment NAIRO members may be put into effect so that the intent of this resolution may be carried out

   D. bring the results of its work in the form of definite recommendations for action by the membership to the 15th Annual Conference.

ADOPTED AT ANNUAL BUSINESS MEETING, NOVEMBER 18, 1960.

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street New York 19, New York

NAIRO BOARD OF DIRECTORS:
POST-CONFERENCE MEETING
NOVEMBER 18, 1960

MINUTES

PRESENT: George Culberson, presiding; Helen Amerman, Arnold Aronson, John Binkley, Louise Blackham, Virginia Coffey, Frances Cousens, Lloyd Davis, Frank Fager, Irving Goldaber, Burton Gordin, K.C. Jones, Jr., Theodore Leskes, Frances Levenson, Wade Mackie, Booker T. McGraw, John Morsell, Alan Reitman, Frederick Routh, Edward Rutledge, John Yoshino.

Guests: Marshall Bragdon, Samuel Danley, Robert Greene, William Gremley, Carl Hanley, John Hope, II, Edward Howden, Richard Meana, John Lassoe.

I. Theodore Leskes was named by the President, and approved by the Board (Routh-Rutledge, CARRIED), as Legal Counsel and chairman of the Legal Committee.

John Yoshino was named by the President, and approved by the Board (Davis-Fager, CARRIED), as Membership Chairman.

The President appointed, and the Board endorsed (McGraw-Routh, CARRIED), the following Regional Chairmen: Northeast - Emanuel Muravchik; Middle South - David Sawyer; Southeast - Paul Rilling; North Central - Louis Ervin; South Central - Wade Mackie; Northwest - Louise Blackham; Southwest - Helen Amerman; and Great Lakes - K.C. Jones, Jr.

The President suggested that regional boundaries require careful reconsideration and perhaps redrafting. He will ask the Regional Chairmen to submit their recommendations for boundary changes in time for discussion at the January Board meeting.

The President appointed, and the Board approved (Davis-Binkley, CARRIED) the following Department chairmen: Local Private - Robert Greene; Local Public - Howard McKinney; National Private - Saal Lesser; State Public - Virginia Huebner; Federal Services - Philip Sadler.

The Board elected three of its members (John Yoshino, John Morsell, and Frederick Routh) to serve with the officers on the Executive Committee.

II. The 1961 Budget (attached) was adopted (Routh-Cousens, CARRIED). It was agreed that, although the total amount allocated for use by regional chairmen was cut to $400, each regional chairman could still draw up to $100 for use in his area. Past experience had shown, however, that only a few regional chairmen actually draw on this fund.

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III. Although unable to accept appointment as Conference Chairman, Helen Amerman agreed to help coordinate 1961 Conference activities until a suitable chairman can be found and named. This selection was then deferred until January, as was approval of the exact wording of the Conference theme.

Richard Marks was appointed, and confirmed by the Board (Routh-Binkley, CARRIED), as chairman of the Conference Program Committee, which will be centered in Detroit in 1961.

IV. The Board adopted the recommendations of the Resources and Planning Committee governing the role, function, and structure of NAIRO Commissions (Rutledge-Cousens, CARRIED); (a) that the Commissions be retained, with two name changes - Housing and Family Life to become Housing and Urban Development, and Other Civil Rights to become Civil Rights (with that Commission focusing on some specific area within that broad context, e.g., public accommodations, voting); (b) that the Commissions retain their broad functions, i.e., to report factual developments in their areas of interest and to analyze implications of these for the field and its workers; (c) that the work of the seven Commissions be integrated and coordinated by the Resources and Planning Committee, to which all Commission chairmen would belong; (d) that the membership of each Commission consist of 10-15 experts invited by the Chairman (in consultation with the President), with up to 10-15 additional members allowed to volunteer their services (All Commission members would accept, as a condition of membership, the obligation to attend one meeting annually other than that held at the Annual Conference); (e) that Commissions function on a continuing basis, responsible for an Annual Progress Report to the Board of Directors, but publishing reports, books or other substantive material only when ready to do so (hopefully every three years); (f) that Commissions be represented on the Conference Program Committee and that their Conference sessions be integrated more fully into the basic theme.

In discussion, it was agreed that Commissions need no longer be city-centered and should, indeed, strive for national representation. It was indicated that their representation on the Conference Program Committee would be for purposes of liaison and for the development of better Conference sessions, not for any shaping of Commission study.

The President appointed, and the Board approved (Leskes-McGraw, CARRIED) the following Commission chairmen: Education - H. Harry Giles; Housing and Urban Development - Edward Rutledge; Nature, Scope and Theory - Frederick Routh; Manpower Utilization - John Hope, II; Interreligious Relations - Albert Vorspan; Research Services - George Grier.

Subject to confirmation at a later date, the President was then authorized to appoint alternates, should any of the above decline. (Routh-Goldaber, CARRIED). The President was also authorized to select the immediate subject emphasis of the Civil Rights Commission and to appoint a chairman, subject to later confirmation. (McGraw-Routh, CARRIED).

V. The President appointed, and the Board approved (Binkley-McGraw, CARRIED), the following Committee chairmen: Finance - Burton I. Gordin; ./.

Resources and Planning - Lloyd Davis; Resolutions - Harold Fleming; Interprofessional Relations - John Slawson; Editorial Board - Theodore Leskes; Special Interdepartmental - David Danzig; International Relations - Frank Loescher; International Exchange - William Gremley; Public Relations - Joseph Monserrat.

The President proposed, and the Board approved by consensus, the abolition of the Special Interdisciplinary Committee and the Publications Committee. The President proposed, and the Board approved (Davis-McGraw, CARRIED), a rotation system for members of the JOURNAL Editorial Board: all would serve, as appointed, through 1961, but one-third, or five, of the members would be replaced each year thereafter.

VI. The Membership Committee (Frances Cousens, 1960 chairman) offered its recommendations on the contributors category, Sponsors of NAIRO. As agreed earlier by the Board, non-members contributing $25 or more in any year would be termed "sponsors." Each would receive the JOURNAL for that year, invitations to Conferences and other NAIRO meetings, and other appropriate special mailings (but not the Newsletter or internal business material). Names of Sponsors would be printed in some publication each year.

The President was authorized to appoint a Sponsors Committee of nationally-known lay people, with a NAIRO member as secretary or co-ordinator. (Rutledge-Gordin, CARRIED). This Committee will solicit sponsors or recommend names to be solicited, operating on the national, regional or local level as seems appropriate.

The Board went on record, in establishing the Sponsors category, that NAIRO will consistently strive to avoid competition with local agencies and their fund-raising efforts. (Gordin-Jones, CARRIED).

VII. Frederick Routh was named to head the Development Fund appeal and will sign a letter addressed to all members who have not yet pledged funds. (Jones-Amerman, CARRIED).

VIII. The President was empowered to name co-chairmen for the Life Membership Drive, selecting one professional and one lay member to appeal to their respective categories within NAIRO's ranks. (McGraw-Goldaber, CARRIED)

IX. The Board received a bid for the 1963 Annual Conference from Cleveland professionals. Choice of the 1963 site was tabled until the January meeting (Routh-Binkley, CARRIED).

X. The report of the NAIRO Newcomers Committee (William Gremley, chairman), scheduled for presentation, was tabled until the January meeting (Routh-Mackie, CARRIED). It will be submitted in writing to Board members before that date.

XI. The Board, instructed by the membership to develop wording for a resolution on the New Orleans disturbances surrounding the integration of schools, adopted (McGraw-Yoshino, CARRIED) the following:

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"The National Association of Intergroup Relations Officials, deeply concerned with the current development of lawless defiance of Federal District Court orders in New Orleans, Louisiana, points to the wisdom of the words of Mr. Justice Brandeis:

"'In a government of laws, existence of the government will be imperiled if it fails to observe the law scrupulously. Our government is the potent, omnipresent teacher. For good or ill, it teaches the whole people by its example. Crime is contagious. If the government becomes a lawbreaker, it breeds contempt for law; it invites every man to become a law until himself; it invites anarchy.'

"NAIRO calls upon those in authority in Louisiana to observe and obey the law. We call upon all law-abiding citizens to join with us in recognizing the validity of the action of the Federal District Court in implementing the United States Supreme Court decision of May 17, 1954.

"We call for support of law enforcement agencies -- at every level -- which seek to restore and maintain a state of law and order under which the democratic process and the rights of all are protected."

XII. The Board developed, upon request of the Chicago NAIRO Chapter chairman, advisory rulings on three policy matters that had come before him recently. These were reported by the Executive Secretary.

(1) A request that he, as NAIRO Chapter Chairman, wire all intergroup relations agencies in Chicago, urging them in turn to wire the Governor of Georgia re: The Martin Luther King case.

The Board determined, by consensus, that this would be improper. As a matter of policy, it is not the role of NAIRO to urge action upon agencies. This is not something that the national body would do; as a rule of thumb, therefore, it cannot permit a Chapter to do it.

(2) A request that he, as NAIRO Chapter Chairman, circulate among Chapter members a petition to the Chicago Community Fund, urging it to withhold money from community institutions that discriminate. (Members would have been asked to sign as individuals; the petition would not have been transmitted as a Chapter document.)

The Board determined that, as a matter of policy, all Chapters of NAIRO are prohibited from making public statements on local issues without national Board approval; the Board does not have the information to make a decision on this specific issue, and permission cannot be granted. The use of the office of Chairman, directly or indirectly, as a means of effectuating such action must fall within this same prohibition.

(3) A request that the Chapter Chairman call together the executives of local intergroup relations agencies, to lay the groundwork for a coordinating council which, once independently established, would strive first to marshall support for state FEP legislation.

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The Board determined, by consensus, that this would be improper. It places NAIRO in the role of urging action upon agencies, which is prohibited, and involves indirect stimulation of legislative activity, which is prohibited by the By-Laws. As an association of individuals, NAIRO cannot appropriately become involved in efforts to coordinate agency action; as a rule of thumb then, Chapters and their chairmen are similarly restricted.

The Board instructed the Executive Secretary to send to all Chapter chairmen and Regional chairmen copies of these inquiries and the Board rulings, and, as procedure, to do so in all similar instances in the future. (McGraw-Amerman, CARRIED).

The Board ruled that all such requests for policy determination must, in the future, be referred first to the Legal Counsel for his opinion before being brought to the Board (Amerman-Davis, CARRIED).

XIII. A resolution on employment of professionals (appended), adopted by the membership at the Business Meeting, was referred to the Committee on Professional Integrity, with instructions to report to the Board (at least on its progress) at the January meeting. (Yoshino-Rutledge, CARRIED)

XIV. It was determined that the next meeting of the Board would be held on Friday and Saturday, January 13th and 14th, in New York City. Altering an earlier pattern, the meeting will begin at 4 p.m. on Friday, continue through the evening and the following day, and end at 3 p.m. on Saturday.

The Spring meeting will be held in Detroit immediately preceding the Conference of Commissions Against Discrimination (late May or early June).

Determination of the September meeting place will await calculation by the National Office of Board members' travel distances to various possible sites, in order to select a central one.

XV. The President announced that he would present to the Board, in advance of the January meeting, a memorandum outlining possible reorganization of three committees: Professional Standards, Educational and Professional Training, and Economic Security. The Board will be asked to act on this at that meeting.

XVI. The Board ruled that the Conference Committee should not refund money for meal tickets purchased under the "Package" arrangement but not used (Routh-Binkley, CARRIED). While reasons for refund requests may be legitimate, the Board pointed out that the Conference Committee had -- on the basis of meal ticket sales -- made certain guarantees to the hotel and was forced, in at least one instance, to pay for many uneaten meals.

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In brief discussion of Conference program and arrangements, there was unanimous praise for both, with commendation voted, by consensus, to all involved. Special mention was made of the discussion groups on the three afternoons, and general approval of this innovation was registered.

* * *

The Board, which had convened at 3 p.m., adjourned at 11:15 p.m.

Respectfully submitted,

VIRGINIA COFFEY
Secretary

JOHN V.P. LASSOE, JR.
Executive Secretary

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street New York 19, New York

BUDGET: January 1 to December 31, 1961

ANTICIPATED RECEIPTS		
Membership Dues		$10,000
New	$1,500	
Renewal	8,500	
Life Memberships		1,000
Publications		4,750
JOURNAL	4,200	
DIRECTORY	350	
Other	200	
Conference Registrations		1,000
Development Fund		1,500
Sponsors of NAIRO (Individual Gifts)		1,000
Special Grants		13,400
A.J. Comm.	1,000	
Other Agencies	1,000	
UN Steelworkers	1,000	
McGregor Fund	5,000	
Other Fdtns.	4,000	
Other Unions	1,400	
		$32,650

ANTICIPATED EXPENDITURES		
National Office:		
Salaries		$15,160
Exec. Sec'y.	$10,000	
Office Sec'y.	4,660	
P-T Clerical	500	
Employee Benefits		420
Hospitalization	100	
Soc. Security	320	
Office Expenses		7,975
Hospitality	100	
Rent	1,500	
Equipment	250	
Postage	1,200	
Printing	1,000	
Telephone	750	
Ofc. Supplies	600	
Travel	2,500	
Subscriptions	25	
Miscellaneous	50	
President's Office		100
Treasurer's Office		395
Bookkeeping	300	
Audit	50	
Postage, Supplies	10	
Bonding	35	
Publications		
JOURNAL (4 issues)		7,500
Promotion		400
Regional Chairmen		
Miscellaneous		100
Debt Retirement		
AJC - $1,800 over 3 years		600
		$32,650

Rec'd 4/15

TA ✓
VI ✓
MI file → Nat'l. Assoc. of Intergroup Relations Officials "Minutes"

AGENDA

NAIRO BOARD MEETING LOUISVILLE, KENTUCKY

21 APRIL 64

12. OPENING REMARKS BY ALEXANDER J. ALLEN, NAIRO PRESIDENT
13. WELCOMING REMARKS BY GALEN MARTIN, VICE PRESIDENT AND BY MANSIR TYDINGS, EXECUTIVE DIRECTOR, LOUISVILLE H.R. COMMISSION
14. APPROVAL OF MINUTES OF 24-25 JANUARY 64 NAIRO BOARD MEETING
15. REPORT OF THE TREASURER, IRVING GOLDABER
16. REPORT OF THE EXECUTIVE DIRECTOR, FRED ROUTH
17. REPORT ON THE INTERN PROGRAM, JOHN FEILD
18. REPORT ON STATUS OF NAIRO'S FORD FOUNDATION PROPOSALS, ED RUTLEDGE
19. REPORT ON THE 1964 NAIRO CONFERENCE, SAAL LESSER
20. REPORT ON "A MEMO TO MUNICIPALITIES", GALEN MARTIN
21. REPORT ON PROPOSED SPECIAL JOURNAL ISSUE, FRED ROUTH
22. REPORT ON COMMISSION ON LOCAL PUBLIC SERVICES, BEN COLLIER OR JOE ALLEN
23. REPORT ON PUBLIC INFORMATION COMMITTEE, JOE MONSERRAT
24. OTHER BUSINESS

REMINDER

THERE WILL BE A RECEPTION FOR THE NAIRO BOARD AT THE STOUFFER INN, STARTING AT 7:30, THE EVENING BEFORE THE TUESDAY MEETING; ALL NAIRO MEMBERS AND OTHER INTERGROUP PROFESSIONALS ARE WELCOME.

MARK YOUR CALENDARS NOW FOR TUESDAY, JUNE 30TH WHEN THE NAIRO BOARD WILL MEET IN NEW YORK CITY; THE EXACT SITE WILL BE ANNOUNCED AT THE LOUISVILLE MEETING AND LATER WHEN THE AGENDA FOR THE MEETING IS SENT OUT.

MINUTES

NAIRO BOARD OF DIRECTORS
24-25 JANUARY 1964

NEW YORK CITY

THE BOARD CONVENED AT A DINNER MEETING HELD AT THE HARLEM BRANCH OF THE YMCA AT 6:30 PM ON FRIDAY, JANUARY 24TH, 1964. PRESENT WERE ALEXANDER J. ALLEN, PRESIDENT; K. C. JONES, JR., PRESIDENT ELECT; GALEN MARTIN, VICE PRESIDENT; BARBARA MOFFETT, SECRETARY; IRVING GOLDABER, TREASURER; GEORGE CULBERSON, JOHN LASSOE, FRANCES LEVENSON, LOUIS MASON, JR., EDWARD RUTLEDGE, WILLIAM VALENTINE AND THE FOLLOWING GUESTS: DENIS BRASLOW, MARGARET FISHER, SAAL LESSER, AND GEORGE SCHERMER. FRED ROUTH, EXECUTIVE DIRECTOR WAS ALSO PRESENT.

THE MEETING OF THE BOARD OF DIRECTORS WAS OPENED WITH A STATEMENT OF WELCOME BY THE PRESIDENT, "JOE" ALLEN.

SAAL LESSER REPORTED TO THE BOARD ON THE 1964 NAIRO ANNUAL CONFERENCE. THE DATES OF THE CONFERENCE ARE: OCTOBER 7, 8, AND 9 AND THE CONFERENCE HOTEL IS THE PARK SHERATON. MR. LESSER RECOMMENDED THAT THE CONFERENCE BE LIMITED TO THREE FULL DAYS SO THAT MEMBERS MIGHT ATTEND THE NEW YORK WORLD'S FAIR ON SATURDAY AND SUNDAY. (MARTIN-GOLDABER) ADOPTED. THE BOARD ASKED MR. LESSER TO REPORT ON THE SUBSTANTIVE CONTENT OF THE CONFERENCE AT THE APRIL BOARD MEETING.

FRED ROUTH MADE THE REPORT OF THE EXECUTIVE DIRECTOR, OUTLINING RECENT PROGRAM DEVELOPMENTS. HE REPORTED THAT PLANS WERE WELL SHAPED-UP FOR THE NAIRO INTERN PROGRAM AND THAT JOHN FEILD WOULD REPORT IN DETAIL THE NEXT DAY ON THIS PROGRAM. HE REPORTED ON THE STATUS OF THE WASHINGTON STUDY.

HE THANKED THE BOARD FOR THE LETTERS OF CONDOLENCE THE NAIRO OFFICE HAD RECEIVED FOLLOWING THE DEATH OF JANE LEEDS. HE REPORTED TO THE BOARD THAT HE HAD HIRED MRS. PENELOPE (THOMAS) WRIGHT AS SECRETARY AND THAT SHE HAD BEEN EXECUTIVE SECRETARY OF THE AMERICA-ISRAEL SOCIETY AND FORMER EXECUTIVE ASSISTANT AT THE WASHINGTON OFFICE OF THE ACLU. HE REPORTED THAT A NUMBER OF BOARD MEMBERS HAD REQUESTED THAT THE BOARD MEETINGS BE HELD ON WEEK DAYS IN THE FUTURE.

IRVING GOLDABER PRESENTED THE TREASURER'S REPORT, STATING THAT NAIRO WAS IN BETTER FINANCIAL CONDITION THAN AT ANY TIME SINCE HE HAD BECOME TREASURER. HE REQUESTED THAT THE TREASURER BE RELEASED FROM CHECKING WITH THE BOARD BEFORE PAYING BILLS; (RUTLEDGE-LASSOE) ADOPTED. HE REQUESTED THAT THE BOARD ADOPT RESOLUTIONS AS FOLLOWS:

A. THAT PRESENT SIGNATORIES ON THE NAIRO SAVINGS ACCOUNT BE REMOVED AND THAT ANY TWO OF THE FOLLOWING FOUR BE DECLARED AUTHORIZED SIGNATORIES: ALEXANDER J. ALLEN, IRVING GOLDABER, JOHN HOPE II, WILLIAM VALENTINE. (GOLDABER-CULBERSON) ADOPTED.

B. THAT PRESENT SIGNATORIES TO THE NAIRO CHECKING ACCOUNT BE REMOVED AND THAT ANY ONE OF THE FOLLOWING TWO BE DECLARED AUTHORIZED SIGNATORIES: ALEXANDER J. ALLEN, IRVING GOLDABER (CULBERSON - RUTLEDGE) ADOPTED.

C. THAT PRESENT SIGNATORIES TO THE NAIRO PETTY CASH FUND BE REMOVED AND THAT ANY ONE OF THE FOLLOWING TWO BE DECLARED AUTHORIZED SIGNATORIES: FREDERICK B. ROUTH, PENELOPE L. WRIGHT (CULBERSON - RUTLEDGE) ADOPTED.

IT WAS MOVED (CULBERSON - LEVENSON) THAT THE TREASURER BE INSTRUCTED TO PAY ALL OUTSTANDING BILLS IN THE NEXT FEW WEEKS. ADOPTED.

MARGARET FISHER REPORTED FOR THE NAIRO PUBLICATIONS COMMITTEE SAYING THAT THE "PUBLIC SCHOOL SEGREGATION AND INTEGRATION IN THE NORTH" REPORT

WAS COMPLETED AND BEING MAILED. SHE SAID THAT THE SITUATION DURING THE PREPARATION OF THE REPORT WAS ONE OF THE MOST CONFUSED SHE HAD EVER EXPERIENCED; THAT THE FIRST TIME SHE HAD SEEN THE REPORT, IT WAS IN GALLEY PROOFS AND NEEDED EDITING; THAT IT WAS DIFFICULT TO ASCERTAIN THE STATUS OF THE REPORT DURING ITS PREPARATION; AND SHE RECOMMENDED THAT THE BOARD KEEP TIGHTER REINS ON NAIRO COMMISSIONS, COMMITTEES, AND SECTIONS.

THE NEXT MEETING OF THE BOARD WAS SET FOR APRIL 21ST IN LOUISVILLE, KENTUCKY (JONES - MASON) ADOPTED. GALEN MARTIN EARLIER HAD EXTENDED AN INVITATION TO THE BOARD TO MEET IN LOUISVILLE; HE ALSO SAID THAT THE LOUISVILLE INTERGROUP RELATIONS PROFESSIONALS WOULD LIKE TO HOLD A RECEPTION FOR THE BOARD THE EVENING PRECEDING THE MEETING. THIS WAS ACCEPTED WITH GRATITUDE (MASON - JONES) ADOPTED.

THE BOARD RECESSED FOR THE NIGHT AT 10:35 PM.

THE NAIRO BOARD RECONVENED AT 9:30 AM ON JANUARY 25TH, 1964 AT THE OFFICES OF THE URBAN LEAGUE OF GREATER NEW YORK. PRESENT, IN ADDITION TO THOSE PRESENT THE PREVIOUS EVENING, WERE: LLOYD DAVIS, JOHN FEILD, HAROLD HUNTON, AND JOSEPH ROBISON.

JOHN G. FEILD, NAIRO BOARD MEMBER AND CONSULTANT TO THE ELEANOR ROOSEVELT MEMORIAL FOUNDATION REPORTED THAT AMBASSADOR ADLAI SEVENSON WOULD PRESENT NAIRO WITH A CHECK FOR $37,500 THE WEEK OF JANUARY 27TH, BRINGING TO A TOTAL OF $65,000 THAT THE FOUNDATION HAD GIVEN THE ASSOCIATION FOR THE FIRST CLASS OF INTERNS. HEREPORTED THAT THE NAIRO CAREER SERVICE BOARD, CHAIRED BY DR. HERMAN LONG, HAD MADE SEVERAL DECISIVE STEPS: A. THEY HAD CREATED A COMMITTEE TO SCREEN AND SELECT AGENCIES TO WHICH INTERNS MIGHT BE ASSIGNED; B. THEY HAD CREATED A COMMITTEE WHICH HAD DEVELOPED PROCEDURES FOR

SCREENING AND ACCEPTING INTERN APPLICANTS. HE REPORTED THAT THE INSTITUTE OF HUMAN RELATIONS OF THE AMERICAN JEWISH COMMITTEE WOULD CONDUCT THE INTERN SEMINAR AND THAT SESSIONS WOULD BE HELD IN WASHINGTON, D.C. AT THE POTOMAC INSTITUTE. "JOE" ALLEN, CONGRATULATED JOHN FEILD AND SAID THE ASSOCIATION AND THE BOARD WERE INDEBTED TO HIM FOR HIS FINE WORK ON THIS PROGRAM (MASON - CULBERSON) ADOPTED.

PRESIDENT ALLEN REPORTED ON A MEETING WHICH HE AND ED RUTLEDGE HAD WITH MR. YLVISAKER AND MR. SALTZMAN OF THE FORD FOUNDATION ON JANUARY 24TH, 1964. HIS REPORT CONTAINED FOUR POINTS: 1. NAIRO'S PROPOSALS NOW BEFORE THE FORD FOUNDATION ARE NOT DEAD; 2. THE NYU HUMAN RELATIONS CENTER HAS A TRAINING PROPOSAL BEFORE THE FORD FOUNDATION SOMEWHAT SIMILAR TO NAIRO'S; 3. THE QUESTION OF SUPPORTING A SECTARIAN TRAINING PROGRAM WAS NOT CONSIDERED IMPORTANT IN THE AJC-NAIRO TRAINING PROPOSAL FOR THE TRAINING WOULD BE NON-SECTARIAN; AND 4. THEY DID NOT DISCUSS NAIRO'S HOUSING PROPOSAL DURING THIS CONFERENCE WITH THE STAFF OF THE FOUNDATION.

JOHN FEILD REPORTED THAT THE U.S. CONFERENCE OF MAYORS HAD A MAJOR PROPOSAL BEFORE THE FORD FOUNDATION AND THAT THEY HOPED TO SET UP A COMMUNITY RELATIONS SERVICE TO AID THOSE COMMUNITIES DESIRING TO CREATE LOCAL MUNICIPAL INTERGROUP RELATIONS AGENCIES.

PRESIDENT ALLEN ASKED JOHN FEILD TO REVIEW ANY RELATIONSHIP BETWEEN THE CONFERENCE OF MAYORS PROPOSAL AND THAT OF NAIRO'S; HE ALSO ASKED ED RUTLEDGE, AS CHAIRMAN OF NAIRO'S COMMISSION ON HOUSING AND URBAN LIFE TO MAKE CONTACT WITH NAHRO TO ASCERTAIN IF THEY HAD PROPOSALS SIMILAR TO NAIRO'S HOUSING PROPOSAL BEFORE THE FORD FOUNDATION.

GEORGE SCHERMER REPORTED ON THE THINKING OF THE FISCAL DEVELOPMENT COM-

MITTEE; HE REMINDED THE BOARD THAT HE HAD PROPOSED "SERVICES" WHICH MIGHT BE MADE AVAILABLE TO COMMUNITIES, AT A FEE, WHICH HAD OR WERE CONSIDERING ESTABLISHING INTERGROUP RELATIONS AGENCIES. HE SAID THAT A "PACKAGE" MIGHT BE DEVELOPED CONSISTING OF 1. THE JOURNAL, 2. A SPECIAL NEWSLETTER, 3. A TECHNICAL INFORMATION SERVICE, 4. STAFF TRAINING OPPORTUNITIES, 5. BOARD MEMBER OR COMMISSIONER TRAINING OPPORTUNITIES. MR. SCHERMER SAID THAT SOME OF THIS MIGHT BE COVERED IN THE PROPOSAL OF THE CONFERENCE OF MAYORS BUT IT WAS STILL WORTH EXPLORING. GEORGE CULBERSON SUGGESTED THAT A PROSPECTUS BE DEVELOPED. THE BOARD THANKED MR. SCHERMER FOR HIS EFFORTS AND ASKED THAT HE FURTHER DEVELOP THESE PLANS (ALLEN - CULBERSON) ADOPTED.

LLOYD DAVIS REPORTED THAT A GROUP OF NAIRO MEMBERS IN CONNECTICUT HAD FOLLOWED ALL THE REQUIREMENTS FOR CHAPTER STATUS AND THAT HE WAS REQUESTING IT ON THEIR BEHALF. THE BOARD REVIEWED WHAT THE CONNECTICUT GROUP HAD DONE AND VOTED CHAPTER STATUS TO THEM AS THE CONNECTICUT STATE CHAPTER (CULBERSON - JONES) ADOPTED. NAIRO'S GENERAL COUNSEL WAS ASKED TO REVIEW THE CONNECTICUT BY-LAWS; MR. DAVIS SAID HE HOPED THAT PRESIDENT ALLEN MIGHT PRESENT THE CHAPTER CHARTER IN PERSON AT A PUBLIC MEETING; MR. ALLEN SAID HE WOULD BE GLAD TO, IF MUTUALLY CONVENIENT TIMES COULD BE WORKED OUT.

NAIRO-PRESIDENT ALLEN REPORTED ON A CONFERENCE HE HAD ATTENDED IN WASHINGTON AT WHICH PRESIDENT JOHNSON HAD ASKED SUPPORT FOR THE TAX-CUT BILL NOW BEFORE CONGRESS. MR. ALLEN EXPLAINED THAT HE WAS NOT ASKING FOR ACTION BUT THOUGHT THE INFORMATION MIGHT BE USEFUL TO NAIRO MEMBERS.

ACTING ON A RECOMMENDATION OF THE EXECUTIVE DIRECTOR, WHICH HAD BEEN TABLED THE PREVIOUS NIGHT, THE BOARD VOTED TO ESTABLISH A LOCAL PUBLIC SERVICE COMMISSION TO STUDY HOW NAIRO MIGHT BEST SERVE THE NEEDS OF COMMUNITIES

AND LOCAL PUBLIC AGENCIES (CULBERSON - FEILD) ADOPTED. MR. ALLEN ASKED LOUIS MASON TO SERVE AS CHAIRMAN; MR. MASON ACCEPTED.

HAROLD HUNTON CHAIRMAN OF THE NEW YORK NAIRO CHAPTER, MADE A PROPOSAL TO THE BOARD WHICH HE HOPED WOULD ENABLE THE NEW YORK CHAPTER TO ENROLL 100 NEW MEMBERS. HE PROPOSED THAT THEY DEVELOP A PROGRAM TO SERVE LOCAL NEEDS AND UNDERWRITE THE NAIRO ANNUAL CONFERENCE. HE ASKED THAT A DIFFERENTIAL FEE BE LEVIED ON MEMBERS AND NON-MEMBERS FOR THE CONFERENCE; HE PROPOSED A MEMBERSHIP DRIVE DURING APRIL AND MAY TO GET THE 100 NEW MEMBERS. HE ASKED THAT $2 OF EACH MEMBERSHIP DUES THUS OBTAINED BE RETURNED TO THE NY CHAPTER (IF THEY DID NOT REACH 100, NO MONEY WOULD BE RETURNED TO THE CHAPTER); ALL OF THIS TO BE TRUE FOR NEW MEMBERS ONLY -- NOT FOR RENEWALS. THE BOARD APPROVED THE PLAN WITH MODIFICATIONS (CULBERSON - MASON) "THE NAIRO BOARD WILL GRANT TO THE NEW CHAPTER $250 IF THEY INCREASE THEIR MEMBERSHIP WITH 100 NEW MEMBERS BY JUNE 30TH, 1964." ADOPTED.

THE BOARD AUTHORIZED A $150 LOAN TO THE N.Y. CHAPTER TO BE PAID BACK BY THE ANNUAL CONFERENCE OPENING. (LEVENSON - MASON) ADOPTED.

THE BOARD AGREED TO APPOINT A COMMITTEE TO LOOK INTO DIFFERENT REGISTRATION FEES FOR MEMBERS AND NON-MEMBERS AT THE ANNUAL CONFERENCE (LEVENSON - MASON) ADOPTED.

GEORGE CULBERSON EXPRESSED APPRECIATION FOR THE ORIGINAL THINKING OF THE NY CHAPTER (CULBERSON - JONES) ADOPTED.

LOUIS MASON, JR. REPORTED ON THE REFERENDUM FIGHT GOING ON IN CALIFORNIA EXPLAINING THAT HE HAD HEARD FROM SEVERAL PERSONS ABOUT THE VICIOUSNESS OF THE OPPOSITION. HE SAID THAT THERE WAS NEED FOR ASSISTANCE BUT RECOGNIZED

THAT NAIRO COULD NOT RENDER SUCH AND THAT HE FELT BADLY THAT THE NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING COULD NOW OFFER ONLY EDUCATIONAL MATERIALS DUE TO THEIR TAX EXEMPT STATUS. THE PRESIDENT SAID HE WOULD WRITE THE TWO CALIFORNIA CHAPTER CHAIRMEN LETTING THEM KNOW OF THE BOARD'S CONCERN.

THE MINUTES OF THE TWO PREVIOUS MEETINGS, HELD IN CLEVELAND JUST PRIOR TO AND JUST AFTER THE ANNUAL MEETING, WERE APPROVED (MASON - ROBISON) ADOPTED.

THE DIRECTOR WAS ASKED TO INCLUDE THE DATES OF THE FUTURE BOARD MEETINGS IN THE NEWSLETTER.

THE JUNE MEETING OF THE BOARD WAS SET FOR TUESDAY, JUNE 30TH IN NEW YORK.

ADJOURNED: 12:40 PM.

File / Minutes of the board

PAV MJ-file

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

MINUTES

NAIRO BOARD OF DIRECTORS
21 APRIL 1964

STOUFFER'S INN
LOUISVILLE, KENTUCKY

The Board Meeting was convened by the President, Alexander J. Allen, at 10:00 A.M. The President welcomed the Board members and visitors to the meeting saying that such meetings are part of a plan to move the Board Meetings about so that they are more easily accessible to members who live in the various areas of the country.

Mansir Tydings, Executive Director of the Louisville Human Relations Commission, welcomed the Board to his city on behalf of the Mayor and the Commission on Human Relations. Mr. Tydings pointed out that Louisville had a public accommodations ordinance, that progress was being made generally in the intergroup relations field, and that Louisville had been given the All American City awards for its progress.

The minutes of the last meeting of the Board were approved, except on Page 5, Kenneth C. Jones was substituted for Alexander J. Allen as the person who made the motion commending George Schermer. (Jones-Feild)

The Board accepted with deep regrets the resignation of Irving Goldaber as Treasurer and asked that negotiations be undertaken to find a suitable successor. (Feild-Rilling)

The Treasurer's Report was made by Fred Routh in the absence of the Treasurer. The Treasurer's Report was accepted. (Jones-Rilling)

The Board discussed the report of the Philadelphia Chapter of NAIRO on the staff situation of the Philadelphia Commission on Human Relations. It was moved (Rilling-Jones) that the President and Executive Director be authorized to appoint a Board Member or Officer to cooperate with the Philadelphia Chapter in looking into the situation. APPROVED. The President asked the President-Elect, K. C. Jones, Jr., to accept this responsibility; Mr. Jones agreed but said he would want to check it out with his agency.

It was moved (Feild-Warring) that up to $1,200 a year might be spent for part-time extra secretarial help to the Executive Director (separate from special help secured for the Intern Training Program). APPROVED.

The Executive Director reported that negotiations were under way with David Hunter of the Princeton Institute of Government, to utilize a report they were preparing

on the dynamics of passing the civil rights bill as a special issue of the JOURNAL OF INTERGROUP RELATIONS. He said that the project would be underwritten with sufficient funds to pay for the printing of the JOURNAL. It was moved (Feild-Rilling) that negotiations be continued and consummated and that safeguards, used in the special Issue on "School Integration and Segregation in the North," be complied with. APPROVED.

The Executive Director reported on a letter received from the Chicago Chapter complaining about the lack of communications from the national office. A lively discussion followed and it was agreed that the Newsletter should be published more regularly, hopefully monthly.

A petition for Chapter Status was received from the Kentucky State Chapter; after an examination of their proceedings which found them in compliance with NAIRO By-Laws, it was moved (Warring-McDermott) that the Kentucky State Chapter be granted a Charter. APPROVED.

The President, Joe Allen, reported that the Connecticut State Chapter had received their Charter in a special ceremony which he had attended. He reported that Lloyd Davis, as Chairman, was giving real leadership to the Chapter.

The Executive Director reported that through negotiations he had been successful in raising salary levels in three new municipal agencies and one new state agency. The Board commended Mr. Routh for his efforts.

The Board accepted with regrets (Feild-Rilling) the resignation of Louis Mason as Chairman of the NAIRO Commission on Local Public Agencies and Services. The President appointed Mr. Benjamin Collier of Patterson, N. J. to succeed Mr. Mason.

John Field reported on the Intern Training Program, saying that phase one (getting the first class of Interns on the job) was completed. He reported that a detailed report to Dr. Herman Long, Chairman of NAIRO's Career Service Board was forthcoming; he said that it was hoped that two fifteen-week, once-a-week seminars might be developed for the Interns; he reported that the Eleanor Roosevelt Memorial Foundation has authorized funds for the second class of Interns; he stated that NAIRO must secure full-time temporary professional staff assistance to carry out the functions he had performed for round one of the intern program; he said that one Intern, Edith Barksdale, had spoken to the Board of the Foundation and had been well received; he said that the Foundation Board was well impressed with this Program and needed to be kept informed. The Board commended Mr. Feild for his report and tha thanked him for his efforts on behalf of the Association. (Jones-McDermott)

The Executive Director asked for authorization to employ a full-time temporary staff person to assist him in administering round two of the Intern Program, pointing out that the Foundation would give financial assistance for this purpose. It was moved (Feild-Jones) that such authorization be given the Executive Director. APPROVED.

The Board commended (Rilling-Warring) Galen Martin and his Ad Hoc Committee for developing the special report "A Memorandum to Municipalities: GUIDELINES FOR MUNICIPAL HUMAN RELATIONS COMMITTEES."

It was agreed, without vote or motion, that the Intern Newsletter should be distributed among the NAIRO Board.

The President stated that Agenda Item #18, a Report on the Status of NAIRO's Ford Foundation Proposals, to be given by Mr. Rutledge would be held over until the June Meeting of the Board. He also stated that Agenda Item #23 would be held over for the June meeting since it had not been possible for Mr. Joseph Monserrat to be present to report for the new Public Information Committee.

The Board accepted with regret (Kanatz-Warring) the resignation of Margaret Fisher as Chairman of NAIRO's Publications Committee and the President said he would look for a replacement among three persons he had in mind.

The Board discussed at length the Report of the Conference Planning Committee, read by Fred Routh in Saal Lesser's absence. The Board commended Mr. Lesser (Jones-Rilling) and his committee for the work thus far done. The Board changed the Conference theme to "THE DEEPENING CRISIS IN INTERGROUP RELATIONS," asked that a major session be devoted to "Intergroup Relations and the War on Poverty," and modified the list of speakers to be invited. The Executive Director was instructed to write Mr. Lesser accordingly and to call him after he had had a chance to receive the letter.

The Board Meeting was adjourned at 3:50 P.M., after the date and site of the next Board Meeting was agreed upon: New York City, June 30th, 1964.

* * *

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

PRESIDENT
ARNOLD ARONSON

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

N A I R O NEWSLETTER

February, 1958 Issue

NAIRO COMMISSION REVAMPED

Emphasis on member participation marks the form and function adopted for NAIRO's Commissions by the Board of Directors at its quarterly meeting in Chicago last month. And addition of a new Commission on Interreligious Relations boosts to six the number of such bodies functioning within NAIRO.

Briefly, each Commission will be centered for a year in a selected city, where a nucleus of NAIRO members especially interested in its subject area will provide leadership and guidance. Members elsewhere will be invited to affiliate and participate as correspondents, but responsibility for the annual Commission report and yearly discussion topics (see below) will rest with the city-centered core.

In 1958, Commission centers and chairmen will be:

MANPOWER UTILIZATION - Cleveland (chairman pending)

EDUCATION - Chicago (chairman pending)

HOUSING AND FAMILY LIFE - Philadelphia (chairman: JOHN MC DERMOTT, National Conference of Christians and Jews)

OTHER CIVIL RIGHTS - Washington, D.C. (chairman: BENJAMIN SEGAL, Director, Trade Union Program on Civil Liberties and Rights)

NATURE, SCOPE AND THEORY - Detroit (chairman: JOSEPH FAUMAN, Jewish Community Council)

INTERRELIGIOUS RELATIONS - New York City (Dr. ROY MC CORKEL, Commission on Religious Organizations, National Conference of Christians and Jews).

Commissions will have two old functions, one new. As in days of yore, they will each prepare an annual report, although the new city-core plan is designed to encourage more of a group process, with less emphasis on individual articles. Similarly, the city-centered core will give better group guidance to the Commission representative on the Conference Program Committee. (The Commissions' representatives and the CP Committee will be localized in New York this year).

New function for the Commissions lies in the charge to develop key discussion topics in each Commission's are of interest, these to be circulated to local NAIRO groups for their earnest consideration - and for possible national attention at the Annual Conference at year's end.

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A JOURNAL IS BORN

Reports of NAIRO's six Commissions (staggered every two months) will form the basis for our new JOURNAL OF INTERGROUP RELATIONS. This bi-monthly publication will go to all NAIRO members without charge but will cost everyone else $5 or $6 per year. It will be mimeographed at first, moving into print at a later date.

Commission chairmen (aided by their respective city-centered cores) will serve as editors of the issue dealing with their special competence. Overall editorship will be exercised by NAIRO's Publications Committee. First issue, due next month, will concern itself with Manpower Utilization and will be edited by LOUIS MASON (Pittsburgh Commission on Human Relations), chairman of that Commission for 1957.

PERSONNEL REGISTRY RESTRICTED

After due deliberation, the Board has voted to limit the services of NAIRO's Personnel Registry to members only. This decision came after a count revealed only 4 NAIRO members among 125 registrants currently carried.

Each member who asks to be listed with the Registry will receive prompt mail notice of each job opening posted with NAIRO. (It is up to him to apply directly to the agency at that point; as in the past, NAIRO will neither screen those receiving job notices nor screen those wishing to apply).

Members will not be charged for this service (nor will agencies). Non-members have been invited to join NAIRO or, at least, now subscribe to the NAIRO Reporter (which carries listings from the Registry each month).

One exception to NAIRO's passive role in placement was approved by the Board: active solicitation of jobs for the eight young interns who - upon completion of their year's training this Spring - will be available for employment elsewhere. Resumes for all eight will shortly be available. (The remaining ten interns taking part in NAIRO's first internship year are scheduled to remain with their training agencies as permanent employees).

NAIRO DEPARTMENT CHAIRMEN NAMED

Unlike the Commission picture, the Departmental scene remains relatively unchanged after the 4-month review (by the Sub-Committee on Program Development) and the Board's consideration. Only major action recommended and voted was the abolition of the Department of Research Services, its former members to be absorbed by the five remaining Departments (listed here with their 1958 chairmen):

LOCAL PRIVATE	-	LLOYD DAVIS, Catholic Interracial Council, Chicago
LOCAL PUBLIC	-	BURTON GORDIN, Commission on Human Relations, Philadelphia
STATE PUBLIC	-	(chairman pending)
NATIONAL PRIVATE	-	(chairman pending)
FEDERAL SERVICES	-	(chairman pending)

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As in the past, each NAIRO member will automatically affiliate with a Department, depending on his agency's function and geographic area of operation.

The Department promotes exchange of information on developments, methods, and techniques relating to professional function within that type of agency; through its representative on the Conference Program Committee, it also helps select the subjects deliberated at each Annual Conference. Some Departments have in the past circulated regular Newsletters; at least one has sponsored a study of agency characteristics within its purview (i.e., the Amerman-Smith study - and the Amerman-Barnes resurvey-of Local Public Agencies).

OTHER BOARD ELECTIONS AND APPOINTMENTS

The Board elected three of its members to serve with the officers on NAIRO's Executive Committee: THELMA BABBITT, American Friends Service Committee, Philadelphia; JOHN G. FEILD, Michigan Fair Employment Practices Commission, Detroit; and JOHN HOPE, II, Race Relations Department, AMA, Fisk University, Nashville.

THELMA BABBITT was also re-elected as chairman of NAIRO's Membership Committee, and LOUIS MASON was chosen as chairman of the 1958 Conference Committee.

Although a few other Committee chairmanships are still pending, most have been filled:

RESOURCES AND PLANNING - Louis A. Radelet, National Conference of Christians and Jews, New York City

PROFESSIONAL STANDARDS - Grace Marr, American Nurses Association, New York City

RESOLUTIONS - Samuel Spiegler, National Community Relations Advisory Council, New York City

FINANCE - George Culberson, Commission on Human Relations, Pittsburgh

CONFERENCE PROGRAM - Irving Goldaber, Commission on Intergroup Relations, New York City

And, to the on-going assignment of the Committee on Professional Standards, the Board has added the entire question of Job Security for professional workers.

BY-LAWS CHANGE PROPOSED

The Board adopted a recommendation to the NAIRO Membership that our By-Laws be changed to permit election of eight (rather than four) Regional Chairmen. The feeling was expressed that the existing regions were too large and that local NAIRO groups would benefit by greater attention from an overall regional person who could travel easily to their cities.

Pending approval of the change, which must be voted by a majority of the members present at the annual NAIRO business meeting in Pittsburgh next November, the Board approved selection of Regional "Representatives" to serve as interim chairmen (without Board post or powers). These are:

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NORTH CENTRAL REGION - GARNET GUILD, American Friends Service Committee, Des Moines, Iowa

SOUTH CENTRAL REGION - WADE MACKIE, American Friends Service Committee, Baton Rouge, La.

NORTHWESTERN REGION - LOUISE BLACKHAM, Civic Unity Committee, Seattle, Washington

Regions of the present Regional Chairmen (all of whom are now Board members) were reduced, as follows:

NORTHEAST (from East) - EDWARD RUTLEDGE, State Commission Against Discrimination, New York City

GREAT LAKES (from North) - FRANK W. FAGER, Board of Community Relations, Toledo, Ohio

MIDDLE SOUTH (from South) - JOHN HOPE, II

SOUTHWEST (from West) - JOHN A. BUGGS, County Committee on Human Relations, Los Angeles, California

Function of the Regional Chairmen (and Regional Representatives) was firmly redefined as follows: to organize and stimulate local NAIRO groups, to aid them in their programming, to coordinate their regional activities, and to serve as liaison between them and the Board of Directors.

LOCAL NAIRO GROUPS DISCUSSED

The sometimes-confusing question of what constitutes a "local NAIRO group" also received new clarification from the Board, as in the following:

> Local NAIRO groups are not "chapters" or "branches" in the formal sense but simply gathering of NAIRO members in given cities or areas; each group is open to, and automatically includes, all NAIRO members in its area; no one can belong to a local NAIRO group except as a member of national NAIRO but local NAIRO groups may invite non-members to take part in their activities; and existing (non-NAIRO) local organizations of professionals may not affiliate formally with NAIRO except insofar as their individual members become members of NAIRO and come together on that basis (i.e., NAIRO continues to be an association of individuals only).

"PEOPLE HAVE ASKED ME"

We might as well start a regular column for our members' requests for special information.....

(1) What can be recommended in the way of graded materials (elementary and secondary) in intergroup relations, especially from commercial publishers? ./.

(2) What research has been done on the attitudes of ethnic groups toward professional workers (teachers, caseworkers, etc.) of another ethnic group, as opposed to their attitudes toward "one of their own?"

(3) What community group has carried on educational activities vis-a-vis open occupancy in housing (1 and 2 family home ownership) in a neighborhood only remotely "challenged" by minority group move-ins - i.e., a neighborhood where change is inevitable but not foreseeable?

(4) Where can one get help in organizing a private, independent citizens committee on minority group problems?

(5) Where can one obtain up-to-date reports on intergroup relations research in progress?

(6) Who issue annotated bibliographies in intergroup relations?

(7) What is the attitude of the professional staff person if his Board unwittingly invites a Communist sympathizer to join? if that person accepts?

NEWS OF OUR MEMBERS

RILEY PITTMAN has left the Illinois Commission on Human Rights....EMORY BIRO has moved to Citizens Information Service, in Chicago....HOWARD ROBERTS moved--some time ago--from the Florida Council on Human Relations to the Chicago Urban League....the recent resignation from NAIRO of THOMAS TALLEY, St. Paul Urban League, brings word that he was hurt in an auto accident months ago and has been invalided since.... MAGGIE GARRITY, Midwest Regional Office, President's Committee on Government Contracts (and NAIRO President-elect), finally has an able aide, nameless on these pages until he joins NAIRO....DAN ANTHONY, Newark Commission on Group Relations, is now a TV personality in the New York metropolitan area; he premiered as a panelist January 25 on "Put It In Writing," a new graphology show.

SOME NEW MEMBERS (Joined in the past three months):

DR. AARON ANTONOVSKY, State Commission Against Discrimination, New York City
RITA N. BEERMAN, Jewish Community Relations Council, Pittsburgh
JERRY BELENKER, Jewish Community Council, Cincinnati
EUGENE B. BLOCK, Jewish Community Relations Council, San Francisco, Calif.
MARY M. BOWER, State Commission Against Discrimination, New York City
ANNE BRADEN, Southern Conference Educational Fund, Inc., Louisville, Ky.
HAROLD O. COX, Management Analyst of U.S. Air Force, Brooklyn, New York
JACOB CUNNINGHAM, National Conference of Christian & Jews, Los Angeles
CHARLOTTA EVANS, South Shore Commission, Chicago, Illinois
Rev. PHILLIP S. HURLEY, S.J., Fordham University, Bronx, New York
IRVING R. KORNBLIET, State Commission Against Discrimination, New York City
R. O. LEWIS, Chicago Urban League, Chicago
JOHN J. LIGHT, Commission on Human Relations, Chicago
Dr. ROY MC CORKEL, National Conference of Christians and Jews, New York City
MARY MC LUCAS, Denver Coordinating Council, Denver, Colorado
ALVIN I. MELLMAN, National Community Relations Advisory Council, New York
Mrs. DUDLEY MOORE, Unitarian Service Committee, Boston, Mass.
WILLIAM R. VALENTINE, State Commission Against Discrimination, New York City
SIDNEY Z. VINCENT, Jewish Community Federation of Cleveland, Cleveland, Ohio
Dr. WALTER P. ZAND, American Jewish Committee, Chicago, Illinois
Mr. BEN D. ZEVIN, World Publishing Company, Cleveland, Ohio

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NEWS FROM PHILADELPHIA NAIRO

Quoth CHARLOTTE EPSTEIN (Greenfield Center for Human Relations, University of Pennsylvania) Philadelphia NAIRO chairman:

"On January 31, we had the last of three sessions planned to provide in-service professional education for the membership. The first session dealt with the Problem of the Changing Neighborhood, the second with Intergroup Tensions Among Teenagers, and the third with Education: The Long-Term Approach. What we tried to do here was to provide opportunity for exchange of knowledge and opinions among members and also between members and other individuals engaged in related work. These subjects were selected after the membership was polled to get their ideas on content and procedure for an in-service education program. The series was so well received, that we are in process of planning to continue it."

...AND NEWS FROM CHICAGO NAIRO

"Chicago NAIRO has sponsored three luncheon meetings since September 1, to which NAIRO members, and professional staff from human relations agencies including community organizations were invited. The purpose of these get-togethers, is to afford opportunity for closer communication between agencies and staffs, and to explore and discuss together special projects being carried on by individual agencies, and problems of common concern. Approximately fifty persons have attended each luncheon session.

"October 30

The New Chicago Civil Rights Ordinance, GEORGE ROBERTS, CHR
The Hospital Ordinance After One Year, JOHN MC KNIGHT, CHR
The Urban League Project on Youth Guidance & Training, A.J. PREJEAN, Urban League
Recent Findings on Employment Discrimination, William Karp, Jewish Welfare Employment

"November 25

'Hot News from NAIRO National Conference in Kansas City.' Reports and Discussion.

"January 21

Current Trends in Intergroup Relations, ROBERT JOHNSON, NCCJ

"February 28

'The President's Committee's Office in Chicago', MARGARET GARRITY
Film, 'Crisis in Levittown'."

--says ELEANOR DUNGAN, Chicago Commission on Human Relations (and co-chairman of Chicago NAIRO).

SOME FINANCIAL FACTS OF LIFE

Considerable time at the quarterly Board meeting was devoted to finances - and especially to the Budget for 1958. ITEM ONE: The membership goal was again set at a net gain of 100, and the campaign was entrusted to NAIRO's Membership Committee. New members in 1958 to date: 1 3. ITEM TWO: A budget goal of $2,500 in internship pledges was set for 1958, with the Finance Committee named to secure them. Pledges in hand

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to date: $800. ITEM THREE: A special committee will be named to help increase the number of individual ($3) and bulk ($2 a piece) subscriptions to the NAIRO Reporter. (Members are being asked to contribute lists of potential subscribers, and three of you responded to last month's plea in these pages). ITEM FOUR: A Special Funds Drive for $2,500 in 1958 was approved, and the Resources and Planning Committee was asked to consider ways and means of raising this. It was suggested, for example, that local NAIRO groups be asked to undertake modest fund-raising projects in the various major cities.

The budget for 1958 anticipates total expenditures of $31,261. In order to provide a modest surplus for use just after NAIRO's foundation grants expire (Spring, 1959), Treasurer GEORGE CULBERSON has set a goal for receipts of $39,470. The Board formally and unanimously adopted this budget.

INTERNSHIP SEMINAR PLANS

Dates of the NAIRO Internship Seminar have been shifted from March until May or possibly June. Reason: unavailability of the right seminar or workshop leader for the original (March) dates. Location will be Chicago - International House or the (Frank Lloyd Wright) Robie House.

The Board approved opening the Internship Seminar to a limited number (7-9) of non-interns: Junior staff members whose agencies are willing to help share Seminar costs. This share was set at $250 per person for the ten-day session; the Board voted automatic scholarships of $100, however, reducing the 1958 tuition, room and board fee to $150. The Educational and Professional Training Committee will draft criteria for selection of these non-interns; further information may be obtained in the meantime from the NAIRO office (i.e., JOHN LASSOE).

A LONGER CONFERENCE?

Tenor of returns of Conference Evaluation sheets has led the Board to recommend extension of the Annual Conference from three to four days. (Everyone noted that there was insufficient time for sessions, informal talk, etc., and several members suggested such an extension). Since crowded hotel bookings make it impossible to extend the 1958 (Pittsburgh) Conference, the question will be put to the membership at the Annual Business Meeting. (NAIRO Conferences now run from Wednesday morning, usually 10 A.M., through Friday luncheon, usually until 2:30 P.M. Proposal calls for beginning on Tuesday morning, this to take effect in 1959).

THIRD NAIRO RESEARCH CONFERENCE

The Board gave unanimous approval to the idea of a Third NAIRO Conference on Research in Intergroup Relations and asked Dr. DON HAGER to continue his investigation of both the idea and the potential sources of subsidy. Thoughts on either question should be communicated to DON HAGER, Chairman, Department of Sociology and Social Welfare, Los Angeles State College, 5280 Gravois Avenue, Los Angeles 32, California.

(The Field Foundation gave NAIRO grants for the first two Research Conferences, both of which were held in Chicago some years ago under HELEN AMERMAN's leadership).

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NEW YORK NAIRO ACTIVITY

First step in the activation of a local New York NAIRO is the appointment (by Regional Chairman EDWARD RUTLEDGE) of an acting chairman for the city: SYLVIA KUSIEL, New York State Commission Against Discrimination. Regional hopes are for groups in Buffalo, Newark, Boston, and Hartford-New Haven as well.

AGENCIES APPLY FOR INTERNSHIP GRANTS

As this issue of the Newsletter went to press, applications for 1958-1959 internship grants had been received from fifteen agencies - with definite indications from seven others. Competition for the $2,500 grants, which are to be matched by the recipient agency, will be somewhat keen since only 11-14 grants are expected to be available this year. Choice of agencies will be made by the sponsoring foundations.

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NAIRO- NY
February, 1958

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

PRESIDENT
ARNOLD ARONSON

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

NAIRO NEWSLETTER

June - July, 1958

FIRST NAIRO INTERNSHIP SEMINAR HELD IN CHICAGO

NAIRO made both organizational and professional history in Chicago last month when fifteen of its seventeen interns and three other junior professionals (the latter enrolled on a fee-paying basis) gathered at International House for our first Internship Seminar. Reports from all levels rate it as a great success and suggest that it has considerable meaning for both NAIRO and the intergroup relations field.

Dr. ROBERT JOHNSON, NCCJ Research Director, provided superb and exciting leadership for the first half of the twelve-day meeting; an able seminar steering committee guided the final week's program. NAIRO Executive Secretary JOHN LASSOE served as overall coordinator.

Seminar topics - each good for several hours of intensive discussion - included:

- Approaches and Techniques
- Roles and Relationships of the Private Agencies
- Ethics and Intergroup Relations
- The South Today
- Social Work and Intergroup Relations
- The Agency and the Volunteer: Participation vs. Manipulation
- The Professional and His Agency
- Nature of the Intergroup Relations Professional
- Religious Conflict
- Quotas in Housing: Justifiable?
- Politics and Intergroup Relations
- Goals of Intergroup Relations
- Problems of In-Migration in Northern Cities
- Role of the Public Agency

Speakers and resource persons included many NAIRO members and other professionals:

FRANCIS MC PEEK, Chicago Commission on Human Relations; WILLARD JOHNSON, Chicago Regional Office, NCCJ: FREDERICK ROUTH, Southern Regional Council; MARSHALL BRAGDON, Mayor's Friendly Relations Committee, Cincinnati; EDWARD HOWDEN, Council for Civic Unity, San Francisco; K.C. JONES, Jr., Cleveland Urban League; MARGARET MADDEN, Chicago Commission on Human Relations; JOHN FEILD, Michigan FEPC: NAIRO President ARNOLD ARONSON, National Community Relations Advisory Council; John Willard, Chicago Office, American Friends Service Committee; Stephen Thiermann, Northern California AFSC; Paget Alves, Urban League of Greater New York; Edward Holmgren, Chicago Urban League; and Everett Cope, South Chicago Community Center.

Five organized forays into the outside world provided breaks during the twelve days: a briefing by the staff of the Chicago Commission on Human Relations (FRITZ POLLARD, ELEANOR WRIGHT, GEORGE ROBERTS, BERT SCHLOSS, ELEANOR DUNGAN, DOUGLAS TURNER et al);

- more -

a luncheon at the Chicago Urban League (EDWIN C. BERRY, RAY LEWIS, and others talked with the group); attendance at the Gala Benefit of the Catholic Interracial Council (LLOYD DAVIS pulling the strings); luncheon with the Chicago NAIRO group; and a special dinner for interns, their supervisors, and guests at a downtown restaurant.

Incidentally, the three (non-intern) junior professionals who received partial scholarships to attend the Seminar were: Bob Blackburn, Philadelphia NCCJ; Joseph Dressel, Chicago NCCJ; and K.C. JONES, Jr., Cleveland Urban League.

NOTE: The first-year evaluation of the internship program - now in the works - will also analyze this Seminar. It will be distributed to the membership sometime before the NAIRO Conference in November.

NEW NAIRO APPOINTMENTS ANNOUNCED

President ARNOLD ARONSON has named ABBOTT ROSEN (Director, Midwest Regional Office, Anti-Defamation League) as chairman of NAIRO's Education Commission. And Dr. DAN DODSON (Director, Center for Field Services, New York University) has agreed to chair the Educational and Professional Training Committee during the second year of the Internship Program.

LOCAL NAIRO GROUPS AT WORK

More than 40 professionals crowded SYLVIA KUSIEL's (N.Y. SCAD) apartment on June 3 for the first meeting of the New York City NAIRO. After a buffet supper, the group entered into lively discussion on the topic "Integration vs. Non-Discrimination in Housing," sparked by Charles Abrams (SCAD Chairman), WILL MASLOW (American Jewish Congress), and TED LESKES (American Jewish Committee). Edward Lewis (Urban League of Greater New York) presided.

NAIRO's first gathering in Southern Connecticut (Conference on Human Values in New Haven on June 13) drew more than 100 professionals and lay leaders from the area. Speakers and resource leaders included Dr. DAN DODSON; Dr. JOHN DEAN (Cornell University); OSCAR COHEN (Anti-Defamation League, New York); and FRANK SIMPSON (Connecticut Civil Rights Commission). WILLIAM STEWART (Human Relations Adviser, Mayor of New Haven) is NAIRO chairman and served as Conference Coordinator.

Detroit and Michigan NAIRO held a one-day meeting at Wayne University's new McGregor Conference Center on June 21. Regional Director FRANK FAGER (Toledo Board of Community Relations) and JOHN LASSOE attended the small but excellent meeting. BEULAH WHITBY (Detroit Commission on Community Relations) is the group's chairman.

INTERNS ON THE MOVE

As the first year's internships near an end, many of the interns are preparing to move into more permanent positions: PAUL ERTEL, Jr. (intern at Cincinnati's Mayor's Friendly Relations Committee) will become Executive Director of Fellowship House in that city. Mrs. Kathryn Brisbane (intern at the Atlanta Urban League) will spend one year in India with her husband, a Fulbright Fellow (on leave from his post as Professor of History at Morehouse College). CHARLES PATTERSON (intern at the Council

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for Civic Unity, San Francisco) will shortly take up his duties as administrator of the Fund for the Republic's Trade Union Program, moving across the bay to Berkeley. CARRIE MISNER (intern at American Friends Service Committee, San Francisco) will become Assistant Program Director of the Reading (Penn.) YWCA.

STILL AVAILABLE FOR E*M*P*L*O*Y*M*E*N*T (Please take notice!) are: Joan Berry, Urban League of Greater New York; Mrs. Wylda Brewster Cowles, Chelsea Community Council, New York City; Machion Garrison, Southern Regional Council, Atlanta; L. Millard Hunt, Philadelphia Fellowship Commission; Stanley Leibner, American Jewish Committee, Miami; and NELSON WILLIAMS, San Francisco Urban League.

Moving into permanent posts in their training agencies are: Augustus Baxter, Friends Neighborhood Guild, Philadelphia; Herbert Chabot, American Jewish Congress; Mrs. Olivia Filerman, Chicago Urban League; Ralph King, Boston NCCJ; ALBERT NELLUM, Catholic Interracial Council of Chicago; Philip Geissal, Kansas City YMCA: and Bernard Zvi Sobel, Anti-Defamation League, Newark.

(After such a list of names, it seems like a good time to explain that - in the NEWSLETTER - members' names always appear in CAPS and non-members' names in lower case. Discrimination? Yup!)

YOUR EXECUTIVE SECRETARY: ALSO ON THE MOVE

Since the last issue of the NEWSLETTER, JOHN LASSOE has represented you on visits to Cincinnati, Chicago, Denver, San Francisco, Detroit, and Cleveland. Several of the cities were covered on a second round of internship visits -part of NAIRO's administrative role in this program. Denver, however, was a NAIRO stop with a full schedule (beautifully planned by HELEN BURKE, Commission on Human Relations) of visits with intergroup relations professionals - including SHELDON STEINHAUSER (Regional Office, Anti-Defamation League). And Detroit was scheduled - as reported above - because of the one-day NAIRO Conference.

Most recently, you were represented by your Executive Secretary and a host of NAIRO members at the 49th Annual NAACP Convention in Cleveland. This was also an opportunity to meet with one of the newest internship agencies - the Cleveland Baptist Association - and with Cleveland's Intergroup Relations Council (staff body).

Following four weeks' vacation in August, LASSOE will represent you at the First National Catholic Conference for Interracial Justice (Chicago, August 29-31). Again, a large number of NAIRO members are scheduled to participate, many of them in featured roles.

MORE NEW NAIRO MEMBERS

A flock of new members in the past few months have boosted our total membership to 4 0 7. Among others we welcome:

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Mr. ELMER P. BROCK, Regional Director, NCCJ, Wilmington, Delaware

Mr. SID BLUM, Director, Jewish Labor Committee, Montreal, Quebec

Mr. CARL BRADEN, Field Secretary, Southern Conference Educational Fund, Louisville, Kentucky

Dr. SHIRLEY K. CHARTOCK, School-Community Coordinator, NYC Board of Education, NYC

Miss MARGARET L. FISHER, Asst. Director, National Committee Against Discrimination in Housing, New York City

Mr. RICHARD D. JAFFE, Executive Director, South Shore Commission, Chicago

Miss IRENE LAMBERT, Juvenile Aid Bureau, New York City

Mr. B. T. MC GRAW, Housing & Home Finance Agency, Washington, D.C.

Mr. PATRICK MURPHY MALIN, Executive Director, American Civil Liberties Union, NYC

Mr. ALOYSIUS MARKEL, FEPC Commission, Ecorse, Michigan

Miss BETTY MAYEN, FEPC Commission, Ecorse, Michigan

Mrs. EDNA A. MERSON, Committee on Civil Rights in Manhattan, New York City

Mr. JOHN A. MORSELL, N A A C P, New York City

Dr. C. KERMIT PHELPS, Clinical Psychologist, Kansas City, Missouri

Rev. SHELDON L. RAHN, Detroit Council of Churches, Social Service Dept., Detroit

Mr. ALAN REITMAN, Asst. Director, American Civil Liberties Union, New York City

Miss VIRGINIA RUSSELL, F E P C Commission, Ecorse, Michigan

Mr. ANSEL F. SIMPSON, Assoc. Professor of Sociology, Grambling College, Louisiana

Mr. HENRY V. WALKER, FEPC Commission, Ecorse, Michigan

Mr. WILLIAM K. WILLIAMS, Executive Director, Florida Council on Human Relations, Miami

Mr. HARRY WINTON, Director, Central Pacific & Northwestern Area, American Jewish Committee, San Francisco, California

Mr. JOHNNY WOURMAN, FEPC Commission, Ecorse, Michigan

INTERNSHIP NEWS: SECOND ROUND

A fourteenth agency has been added to the list of those planning to train interns during 1958-1959, and applications are currently being accepted by:

South Chicago Community Center
9135 Brandon Avenue
Chicago 17, Illinois

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Interns have already been named by three of the participating agencies, Chicago Urban League (Ronald Stewart); Stiles Hall YMCA, Berkeley (John A. Martin, Jr.); and Philadelphia Commission on Human Relations (Mrs. EMILY KIMBALL YOUNG, formerly with United Neighbors Association in that city).

1958 NAIRO CONFERENCE

Plans for our 1958 Conference - Pittsburgh, November 19, 20, 21 - are almost complete, and the tentative program should be in members' hands by mid-September. Conference Program Committee Chairman IRVING GOLDABER (N.Y.C. Commission on Intergroup Relations) is still accepting, even welcoming suggestions for the informal clinics during the Conference!

In the near future, your mail will also bring a request for suggestions from SAMUEL SPIEGLER (National Community Relations Advisory Council), chairman of our Resolutions Committee. Plans call for a "Statement of Concern" reflecting our collective opinion on the most pressing issues facing us at Conference time. When the letter arrives, R.S.V.P!

MORE SUMMER READING

Look forward to Volume I, No. 2 of the Journal of Intergroup Relations, an issue compiled by the NAIRO Commission on Housing and Family Life (chairman: JOHN MC DERMOTT, Philadelphia NCCJ). Incidentally, did any member fail to receive Volume I, No. 1 - the issue on Manpower Utilization ?? Please advise us if you did. (And credit Marilyn Feild, wife of former NAIRO President JOHN FEILD, for the striking cover for our newest publication!)

NAIRO's Committee on Professional Standards will also be in touch with you - asking you to respond thoughtfully to a questionnaire on the components of The Compleat Intergroup Relations Professional. Chairman GRACE MARR (American Nurses Association) warns that this will not be an easy one to answer but it will be important to NAIRO and our profession! Much hard work is being put into the questionnaire by a Survey Subcommittee consisting of GARDA BOWMAN (N.Y. SCAD), RHETTA ARTER (N.Y.C. Commission on Intergroup Relations), WALTER CHAMBERS (Mayor's Commission on Group Relations, Newark), and GRACE MARR.

HITHER AND YON WITH OUR MEMBERS

ALEXANDER BROOKS, formerly with the Encampment for Citizenship, is - and has been for some time, it seems - Professor of Law at Rutgers Law School, Newark, New Jersey..... LOUIS ZIMMERMAN, formerly with N.Y. SCAD, has joined the expanding staff of the N.Y.C. Commission on Intergroup Relations.....Our Secretary, SIDNEY LAWRENCE (Jewish Community Relations Bureau, Kansas City), is on the West Coast this summer - on the staff of the Encampment for Citizenship at Berkeley.....Those eagerly awaiting the report of the Commission on Race and Housing (DAVIS MC ENTIRE, Research Director) will be pleased to hear that early fall publication is anticipated.....DONALD HOUSTON, formerly with the Denver Commission on Human Relations, will be taking up a new post in Berkeley this fall.

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IN AND ON THE PRESS

Another issue of SHOP TALK (organ of the Department of Local Private Services) is off the press, containing - among many other items - some interesting comments on the question of professionalism in intergroup relations. CHARLES LIVERMORE (N.Y. SCAD) and WARREN LEHMAN (Chicago Commission on Human Relations) have good thoughts to offer on the subject .... The June 21st issue of Saturday Review carried an interesting review by our own FRANK LOESCHER (African-American Institute); it dealt with three recent books: "Racial Discrimination and Private Education" by Arthur S. Miller (University of North Carolina Press), "Separate and Unequal" by Louis Harlan (University of North Carolina Press), and "Racial Factors and Urban Law Enforcement" by William M. Kephart (University of Pennsylvania Press).

Our mail just brought an interesting research report "prepared originally for the Commission on Race and Housing": "New Housing for Negroes: Recent Experience" by William Goldner (Bureau of Business and Economic Research, University of California, Berkeley 4, California) .... For those of you interested in developments in Africa these days, your Executive Secretary offers an unsolicited recommendation: a quarterly, "Africa South," published in South Africa and available here on a subscription basis. A note to Mrs. S. Pauley, 320 West 87th Street, New York City, should bring a sample copy.

NAIRO - NY
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JULY, 1958

NEWSLETTER - SPECIAL SUPPLEMENT

INFORMATION NEEDED!!

NAIRO HAS RECEIVED (ANOTHER) REQUEST FOR INFORMATION THAT DOES NOT SEEM TO BE READILY AVAILABLE -- AT LEAST IN OUR OFFICE. CAN ANYONE OFFER ANY GUIDANCE ON THE FOLLOWING:

(1) HAVE INTERGROUP RELATIONS (OR OTHER) AGENCIES BEEN SUCCESSFUL IN PERSUADING THE COMMUNITY CHEST OR FUND IN ANY COMMUNITY TO REQUIRE THAT ORGANIZATIONS RECEIVING ITS SUPPORT MAKE THEIR SERVICES AVAILABLE ON A NON-DISCRIMINATORY BASIS? WHERE SUCH EFFORTS WERE SUCCESSFUL, WHAT EXCEPTIONS (IF ANY) WERE MADE FOR SECTARIAN AGENCIES? WHAT IS THE HISTORY OF UNSUCCESSFUL ATTEMPTS?

(2) WHAT ATTEMPTS HAVE BEEN MADE TO MAKE THE LABOR DEPARTMENT'S APPRENTICESHIP TRAINING AVAILABLE ON A NON-DISCRIMINATORY BASIS IN GIVEN COMMUNITIES OR STATES? WHAT SUCCESS (OR FAILURE) HAVE INTERGROUP RELATIONS AGENCIES EXPERIENCED IN DEALING WITH EMPLOYERS ON THIS MATTER? LABOR UNIONS?

(3) WHAT SUCCESS HAVE INTERGROUP RELATIONS AGENCIES HAD IN ENDING THE SEGREGATION OF WHITE AND NEGRO PRISONERS IN PENAL INSTITUTIONS? IS THERE ANY EVIDENCE TO DISPUTE THE ARGUMENT OF SOME AUTHORITIES THAT THIS IS JUSTIFIABLE SINCE IT "KEEPS DOWN TROUBLE?"

- AND REPEATING ONE OF THE QUESTIONS POSED IN THE FEBRUARY NEWSLETTER:

(4) WHAT HAS BEEN THE SUCCESS OF INTERGROUP RELATIONS AGENCIES' EDUCATIONAL ACTIVITIES VIS-A-VIS OPEN OCCUPANCY IN HOUSING (1 AND 2-FAMILY HOMES) IN A NEIGHBORHOOD ONLY REMOTELY CONCERNED WITH MINORITY GROUP MOVE-INS, I.E., A NEIGHBORHOOD WHERE SUCH CHANGE IS INEVITABLE BUT NOT IMMEDIATELY FORESEEABLE? AND ARE SUCH EDUCATIONAL ACTIVITIES DESIRABLE?

* * * *

IF ANY MEMBER CAN OFFER ANY GUIDANCE ON ANY OF THESE QUESTIONS, REPLIES WILL BE MUCH APPRECIATED BY YOUR EXECUTIVE SECRETARY, JOHN LASSOE. INFORMATION WILL BE FORWARDED TO THE INTERESTED PARTIES -- AND THE ANSWERS WILL BE ON TAP FOR USE WITH FUTURE INQUIRIES. PLEASE -- AND THANK YOU!

SUPPLEMENT TO NAIRO MEMBERSHIP DIRECTORY

NAIRO MEMBERS SINCE MARCH 1958

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

N A I R O NEWSLETTER

February-March, 1959

LOCAL NAIRO GROUPS: WHAT, WHY, AND WHO?

Local groups - NAIRO's Board has said - are especially important adjuncts of the total program for professional growth. They offer professionals a chance to doff agency identification and come together as individuals for discussion of questions of common professional concern, questions that may transcend immediate community problems or matters of interagency coordination but are no less important for the intergroup relations worker.

An interagency staff council, strictly defined, would on the other hand draw the same people as agency representatives, brought together to exchange information on agency programs or to plan joint action to cope with specific situations.

Most communities probably need both an interagency staff council and a local NAIRO group, and an increasing number of cities -- most recently, Minneapolis-St. Paul and Pittsburgh -- have formed two separate bodies.

LOOK FOR FURTHER CLARIFICATION of the role of local NAIRO groups after the March 6-7 (Chicago) meeting of the Board of Directors. In the meantime, as a sample of what local NAIRO groups might be discussing around the country, the National Office has prepared a list of questions, which appear as the last two pages of this Newsletter.

And, please, if there is any discussion of these questions in any professional group -- formal or informal, NAIRO or otherwise -- send the National Office some sort of report or summary. There are no easy or immediate answers, and we need much pooled thought.

SAN JUAN OR BUST!

Down in lovely San Juan (temperature at this writing: 80 degrees), employees of the SAN JUAN INTERCONTINENTAL HOTEL are busy getting ready for you!!!! They are expecting you on October 13, 14, 15 and 16 (Tuesday through Friday) and for as long before and after as you can stay. The occasion? NAIRO's Thirteenth Annual Conference -- but you knew that all along....

The Conference Arrangements Committee (Chairman: JOSEPH MONSERRAT, Migration Division, Commonwealth of Puerto Rico Labor Department) has a mailing on its way to you now. And the Conference Program Committee (Chairman: LLOYD DAVIS, Catholic Interracial Council, Chicago) is hard at work planning the kind of schedule that will make you both cerebrate and celebrate.

WE SHOULDN'T HAVE TO SAY IT BUT....NAIRO's Board never saw this Conference as an idyllic junket, pleasant as the site may be. There was overwhelming consensus that the problems of adjustment by Puerto Rican newcomers to mainland urban life required all the understanding and professional acumen that intergroup workers could muster. And here is an opportunity to develop just that!!

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OUR MEMBERS: HITHER AND YON

SAAL LESSER, formerly N.Y. Metropolitan Area Educational Director of the National Conference of Christians and Jews, has become Executive Director of the Encampment for Citizenship, New York City.

SAMUEL SIMMONS, formerly on the Michigan FEPC staff, is the new Executive Secretary of the Michigan Labor Mediation Board, Detroit.

And ROBERT GREENE, also of the Michigan FEPC staff, is on leave of absence to spend thirteen weeks as a Lasker Fellow at Brandeis University, Waltham, Mass. (Announced through NAIRO some months ago, these fellowships provide an ideal opportunity for those actively involved in civil rights and civil liberties to withdraw for some concentrated and unstructured thought, study, and discussion.)

Another winner of one of the coveted Lasker Fellowships is IRENE LAMBERT, policewoman on the staff of the Juvenile Aid Bureau, New York City.

ROY MC CORKEL, formerly Director of the Commission on Interreligious Relations of the NCCJ (and chairman of NAIRO's Commission of the same name), has left -- as of March 1 -- to work with the American Friends Service Committee.

WILLIAM JACKSON has become Executive Director of the Laura Lee Fellowship House in Danville, Illinois. He was formerly Executive Director of the Bradfield Community Center in Lima, Ohio.

In Community (monthly publication of Friendship House, Chicago), January issue, please note an excellent article by DENNIS CLARK (Commission on Human Relations, Philadelphia). Entitled "Big Lie About Negro Crime In Philadelphia," it is an excellent answer to bigots' blasts about disproportionately high minority group crime rates in one Northern urban center.

And in the same issue of Community, note too a review by WARREN LEHMAN (Chicago Commission on Human Relations), who is becoming a regular contributor.

CHARLES ABRAMS has resigned as chairman of the New York State Commission Against Discrimination. He was not reappointed by Governor Rockefeller.

NAIRO'S MEMBERSHIP

Each year at this time, we cut away those who are dues-delinquent. This is always a painful process, especially since it cuts into our total membership figures. You will be pleased to learn, however, that we still stand with a respectable membership of 4 5 4 -- and that we welcome as new members the following:

HERBERT L. CHABOT, American Jewish Congress, New York City; NISSEN N. GROSS, Anti-Defamation League, Chicago, Illinois; ROCKWOOD JENKINS, Lincoln Center, Poughkeepsie, New York; RALPH M. GOGLIA, Commission on Civil Rights, West Haven, Connecticut; Mrs. EUGENE GOULD, Mayor's Commission on Human Relations, Minneapolis, Minnesota; LEONARD JEFFRIES, STUDENT MEMBER, Rutgers University, Newark, New Jersey; RICHARD SHAPIRO, William Penn Center, Fallsington, Pennsylvania; Sister PATTIE ELLIS, C.W.C., Board of Community Relations, Buffalo, New York; Mrs. HENRY KRAMER, St. Paul Council of Human Relations, St. Paul, Minnesota; and from the F E P C in River Rouge, Michigan,

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Mrs. BOBBIE BLACKMON, DANIEL NEUSOM, Mrs. ALICE DOIG, HARRY GOLDEN, ALFRED MITCHELL, and GUS RATZENBERGER; The Rev. W.C. COWART, Georgia Council on Human Relations, Atlanta, Georgia; M. LEO BOHANON, Urban League, St. Louis, Missouri; EDITH FEJER, STUDENT MEMBER, Oak Park, Illinois; Mrs. ESTHER SMITH, Riverside Neighborhood Assembly, New York City; Mrs. NIDA E. THOMAS, Englewood Urban League, Englewood, New Jersey; ERWIN L. FEIERTAG, STUDENT MEMBER, Council for Civic Unity, San Francisco, Calif.; HAROLD GOLDBLATT, Commission on Intergroup Relations, New York City; KENT LARRABEE, Phila. Fellowship Commission; ROLAND M. SAWYER, United Steelworkers, Pittsburgh.

CORRECTION, PLEASE !!

On intergroup relations' Fleet Street, faces get particularly red when faced with a journalistic "boffo," and we have one this month:

ELMER BROCK (Delaware NCCJ) was not able to accept chairmanship of the Local Private Services Department, contrary to an (incorrect) announcement in the last Newsletter.

YOUR PERIPATETIC EXECUTIVE SECRETARY

JOHN LASSOE represented NAIRO in ten cities during the past month. In each, one or more NAIRO members took special pains to see that his trip was not a total loss; in fact, each stop was a resounding success!! Kudos to the following, if you please:

- CHICAGO: President MARGARET GARRITY (President's Committee on Gov't. Contracts)
- MILWAUKEE: CORNEFF TAYLOR (Commission on Human Rights)
- CINCINNATI: MARSHALL BRIGDON (Mayor's Friendly Relations Committee)
- SEATTLE: LOUISE BLACKHAM (Civic Unity Committee)
- SAN FRANCISCO: HELEN AMERMAN (Council for Civic Unity)
- LOS ANGELES: JOHN BUGGS (County Commission on Human Relations); MILTON SENN (ADL)
- ST. LOUIS: MYRON SCHWARTZ (Jewish Community Relations Council)
- DETROIT: FRANCES COUSENS (Michigan F E P C)
- CLEVELAND: K.C. JONES (Cleveland Urban League)
- ERIE, PENN.: HOWARD MC KINNEY (Community Relations Commission)

Among seventeen speaking engagements, your Executive Secretary addressed the Annual Meeting of the Seattle Civic Unity Committee, and a meeting of Detroit NAIRO.

In recent travels, a few interesting developments of import to NAIRO have been noted: (1) increasing professional identification, (2) new prestige and growing recognition for NAIRO, (3) growing interest in professional standards and internship training, (4) new life for local NAIRO groups, (5) a decline in interest and membership among agency Board members, (6) new pressure for NAIRO to take over certain clearinghouse functions, (7) concern about the role of the NAIRO Departments, and (8) marked growth in membership and support among public agency professionals.

Scheduled for March and April are trips to Cleveland, Chicago, Milwaukee, Cincinnati, Atlanta, Miami, Philadelphia, Baltimore, and Washington. By April's end, a total of twenty-four cities will have been visited in NAIRO's name.

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NAIRO NEWSLETTER - 4

MORE NEWS NOTES FROM ALL OVER

Los Angeles County has advanced its Committee on Human Relations to the status of Commission on Human Relations (JOHN BUGGS, Executive Director). There is a four-man professional staff, with more expected.

The Annual Conference Banquet speech of MARION WRIGHT (Southern Regional Council) was inserted in the Congressional Record by Senator Paul Douglas (D, Illinois).

DAVID SCULL (Virginia Council on Human Relations) is involved in a case now before the U.S. Supreme Court. At issue is his right to refuse to answer questions about his (alleged) membership in the NAACP, AFSC, ADA, ACLU, and Human Relations Council. He is represented by Joseph Rauh in this action. (See SOUTHERN PATRIOT, January, 1959).

And CARL BRADEN (Southern Conference Educational Fund) has been indicted for contempt of Congress for refusal to answer questions regarding his activities and those of SCEF on behalf of integration, before the House Un-American Activities Committee. (Cf. also SOUTHERN PATRIOT, January, 1959).

The 1959 Annual Conference of the National Urban League will be held in Washington, D.C., on September 8 - 10, 1959.

FEP Commissions may well be established this year in Ohio, California, and Illinois, if legislation now before the respective State Legislatures passes (as is expected). As presently drafted, these laws would continue municipal FEPC's in Ohio, supersede those in California (notably the San Francisco Commission on Equal Employment Opportunity, EDWARD HOWDEN, Executive Secretary).

Dr. DAN DODSON (Center for Human Relations, New York University) spoke recently before a concurrent session of the Council on Social Work Education Conference in Philadelphia. Topic:"Relationship of Intergroup Relations to the Practice and Teaching of Social Work." Session chairman was JOHN SLAWSON (American Jewish Committee), and one panelist was BEULAH WHITBY (Detroit Commission on Community Relations).

Headlines have been garnered recently by HERMAN LONG (Race Relations Department, American Missionary Association, Congregational Christian Churches) with his report on racial inclusiveness in Congregational Christian churches, "Fellowship For Whom?"

You will find many NAIRO members listed in reports issued recently covering meetings that took place last Spring: "Respective Roles and Responsibilities of Private and Public Agencies in Advancing Community Relations Objectives," National Community Relations Advisory Council (February, 1958, consultation in Philadelphia), and "Religion and Freedom," The Fund for the Republic (May, 1958, consultation in New York City). Both command special attention !!!

LLOYD DAVIS (Catholic Interracial Council, Chicago) had an article - "Catholics and Eight Foundations" - in the January 17th issue of America. It abstracts data gathered by him for his recent (Loyola University) M A thesis.

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SOME 1958 CONFERENCE STATISTICS

FRANCES COUSENS (Michigan Fair Employment Practices Commission, Detroit) has performed another labor of love, producing this time the statistical breakdown on percentage of agency personnel attending the last NAIRO Conference. Much in evidence at Pittsburgh were:

100% of Territorial Public Agency Employees (Professional)
5.7% of Federal Agency Employees
7.3% of National Private Agency Employees
24.1% of Regional Private Agency Employees
32.4% of State Public Agency Employees
62.3% of Local Public Agency Employees (!!!)
20.4% of Local Private Agency Employees

These percentages are based on total employment in each category (see DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID STAFF, unpublished), not on NAIRO membership. Total attendance was 301 (approximately 22% of the 1400 professionals employed in our field).

REGIONAL CHAIRMEN NAMED

As your letterhead (and Membership Rosters , shortly to be published) will tell you, your President has named the Regional Chairmen for 1959, all now functioning in their areas and as members of the Board of Directors:

NORTHEAST: IRVING GOLDABER (Commission on Intergroup Relations, New York City)

GREAT LAKES: A. ABBOTT ROSEN (Midwest Regional Office, Anti-Defamation League, Chicago, Illinois)

MIDDLE SOUTH: JOHN Y. YOSHINO (President's Committee on Government Contracts, Washington, D.C.)

SOUTHEAST: HASKELL LAZERE (American Jewish Congress, Miami, Florida)

SOUTH CENTRAL: WADE MACKIE (American Friends Service Committee, Baton Rouge, Louisiana)

NORTHWEST: LOUISE BLACKHAM (Civic Unity Committee, Seattle, Washington)

NORTH CENTRAL: LOUIS H. ERVIN (Minneapolis FEPC, Minneapolis, Minnesota)

SOUTHWEST: JOHN A. BUGGS (Los Angeles County Commission on Human Relations, Los Angeles, California)

Also named recently to a responsible post in NAIRO was:

DEPARTMENT OF LOCAL PUBLIC SERVICES: HOWARD MC KINNEY (Community Relations Commission, Erie, Pennsylvania)

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MORE ON THE PUTNAM LETTER

Mention of the half-page Putnam Letter newspaper advertisements in last month's Newsletter proved to be quite timely. In the past two months, the advertisement has appeared in these additional newspapers: Washington Star, Christian Science Monitor, Wall Street Journal, Philadelphia Inquirer, and Cleveland Plain Dealer.

According to columnist John Temple Graves, the Putnam Letter will shortly be published in newspapers in Chicago, Detroit, St. Louis, Denver, Dallas, Portland ("where race hate festers in hiding, I have learned on two visits"), Salt Lake City, Minneapolis ("where the South is least understood"), and Los Angeles. The same source reports that the Putnam Letter fund has received $25,000 from all parts of the South and many areas beyond; the Committee is headed by James E. Simpson, "associated now with Alabama's ex-Gov. Frank Dixon, Lieut. Gov. Albert Boutwell, and ex-Lieut. Gov. Hardwich." (All quotes are Mr. Graves'.)

Those who have not seen the Putnam Letter may secure single copies by sending a stamped, self-addressed envelope with your request to: James E. Simpson, 317 North 20th Street, Birmingham, Alabama.

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NAIRO
April, 1959

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
152 West 42nd Street New York 36, New York

SOME PROFESSIONAL CONCERNS

There follow some suggested questions, suitable for discussion by a local NAIRO group or by any other formal or informal professional gathering in the intergroup relations field.

THE PROFESSION

What are the characteristics of a good intergroup relations professional?

What is the role and function of the professional vis-a-vis his agency's lay leadership?

Should intergroup relations professionals be accredited? By what standards? By what machinery?

What areas of interprofessional cooperation (between intergroup relations and allied fields) should be developed or explored? What machinery is needed?

Along what program lines should NAIRO develop? What services or activities are needed and appropriate?

SUBSTANTIVE: SUGGESTED BY THE NAIRO COMMISSIONS

What is the role of the public agency in religious conflict situations? the role of the non-sectarian private agency?

Are racial quotas in housing necessary to achieve true integration? Are they ever justifiable, defensible? Can an intergroup relations professional ever advocate or support them?

What should be the elements of a good intergroup relations professional training program? What is the training role of the human relations centers? What should they teach?

What are the guidance, training and apprenticeship factors affecting minority group employment?

What can be done to eliminate de facto segregated schools (those that are exclusively or predominantly one-group schools by virtue of residential segregation)?

What should be the role - nationally and locally - of the (federal) Commission on Civil Rights?

SUBSTANTIVE: LOOKING AHEAD

What concepts, methods and techniques developed in interracial relations are applicable in interreligious relations? Which are not?

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SOME PROFESSIONAL CONCERNS - 2

What are the goals of intergroup relations with regard to the American Indian? Do we need different approaches? different concepts? different techniques?

What concepts, methods and techniques developed in urban intergroup relations are applicable in suburbia? Which are not?

What is the role of the intergroup relations professional in situations where there is a disproportionately high crime rate among minority group members?

What constitutes constructive use of intergroup conflict? What are guiding principles? and what is our role as intergroup relations professionals?

What kind of city would we, as intergroup relations professionals, plan? What urban pattern would best advance our objectives?

Do civil rights laws ever infringe on civil liberties?

What is the role of religious institutions in interracial relations? How can intergroup relations professionals foster this activity?

Can we, as intergroup relations professionals, accept self-segregation -- e.g. a religious minority that chooses to segregate itself residentially? Or are we obliged to try to achieve integration?

What are the ethics of intergroup relations? What code should we adopt, if any?

What are the overall goals of intergroup relations? What is our "common cause?" our common end?

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

N A I R O NEWSLETTER

April-May-June, 1959

This issue of the Newsletter is late and long. With apologies for the lateness, the editor offers a Table of Contents to help readers cope with the length.

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Stickers (old Members - 1)

And a word about enclosures. Three are mailed with this issue: a paper on "Professional Ethics" by Ira Gissen, "Evaluative Criteria for Intergroup Relations Programs" by Robert B. Johnson, and the regular SSLS Book Notes. The Gissen and Johnson papers warrant thoughtful reading . . . .

TO CINCINNATI IN 1960!!!

NAIRO's Board has voted to accept the 1960 Conference bid tendered by Cincinnati intergroup professionals on behalf of their agencies. The 14th Annual Conference will be held at the Netherland Hilton Hotel on Tuesday through Friday, November 15-18, 1960.

VIRGINIA COFFEY (Mayor's Friendly Relations Committee, which includes such NAIRO stalwarts as: MARSHALL BRAGDON (MFRC), CHARLES POSNER (JCRC), and IRA GISSEN (AJC). Non-NAIRO members among the hosts include: Joseph Hall and William Decatur (Urban League), and Malcolm Chandler (NCCJ).

The 1960 choice was a difficult one, with friendly and attractive invitations from Des Moines (MALCOLM HIGGINS, Mayor's Commission on Human Rights), Miami (DEAN G. EPLEY, Department of Human Relations, University of Miami), and Detroit (RICHARD V. MARKS, Commission on Community Relations). The "Queen City" won out because it is located centrally in terms of NAIRO member concentration (an especially important factor in a year between two distant conferences) and because it is seen as the gateway to the South.

1959 ELECTIONS BY MAIL BALLOT

At its March 6-7 meeting, the Board also voted to elect officers and directors this year by mail ballot. This is authorized by the By-Laws (Article X, Section 8).

The Nominating Committee (RICHARD MARKS, chairman) was instructed to mail its slate to the membership in early September and to then solicit additional nominations. (Any three members in good standing may nominate a person for any post, by signed petition with the candidate's written consent.) A final ballot -- containing the Committee's nominations and any others submitted -- will be sent to the membership in late September. Results will be announced at the San Juan meeting.

A NEW BOARD MEMBER

Mrs. FRANCES R. COUSENS (Research Director, Michigan FEPC) was elected to the Board in March to fill - until the next election - a vacancy created by the resignation of SAMUEL DANIELS (formerly Maryland Commission on Interracial Problems and Relations). Mrs. COUSENS was also elected to replace Mr. DANIELS as chairman of the Membership Committee.

Ex-chairman DANIELS' last official act was an "each one get one" membership campaign letter to every NAIRO member. Chairman COUSENS' first official act was a warm "come back to NAIRO" letter to all who had dropped from membership in the past few years. These appeals, combined with normal growth, have boosted NAIRO membership to 491, an increase of 37 since the last Newsletter.

We will hit 500 -- at last -- this month!!!

A PRINTED "JOURNAL OF INTERGROUP RELATIONS"

NAIRO's JOURNAL OF INTERGROUP RELATIONS, now approaching the end of its first year and volume, will convert from mimeographed to printed form in early September. At its June 5-6 meeting, the Board voted to launch a printed quarterly when the popular JOURNAL

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moves into Volume II. The first issue will focus on Manpower Utilization and will be largely a product of the Commission of the same name (CHESTER GRAY, Ohio Bureau of Unemployment Compensation, chairman). The second or Winter issue will center on Housing and Family Life (HAROLD LETT, chairman).

SAMUEL SPIEGLER (National Community Relations Advisory Council), now managing editor of the NAIRO Reporter, was selected by the Board as JOURNAL editor. The nine-year-old Reporter will suspend publication after one more issue, its content to be then incorporated in the new JOURNAL in the form of periodic articles.

Meanwhile, back at the old JOURNAL, the Interreligious Relations issue (product of a Commission chaired by ROY MC CORKEL, American Friends Service Committee) was mailed to the membership in June. The Civil Rights issue will appear in mid-summer as the last issue (#5) of Volume I; a Commission headed by BENJAMIN SEGAL (Education Director, I.U.E., AFL-CIO) will be reporting on its survey of civil rights in the nation's capital: "Washington Desegregation -- Ten Years After."

JOHN P. DEAN, 1914 - 1959

We note with profound sadness the death on June 9th of a good friend and distinguished member of NAIRO: JOHN PEEBLES DEAN, Associate Professor of Sociology at Cornell University. Known to many in our field for his long and active participation in NAIRO conferences and committees, his name is familiar to all intergroup relations workers through his co-authorship of A Manual of Intergroup Relations.

Educated at Dartmouth College and Columbia University (Ph.D., 1944), Dean served two years on the staff of the Federal Public Housing Authority before beginning his teaching career. He was on the faculty of Bucknell College, Queens College, and The New School for Social Research prior to his appointment in 1948 as Field Director of the Studies of Intergroup Relations at Cornell. Those field studies, which brought him into close working contact with intergroup relations agencies in a number of communities, led eventually to the writing - with ALEX ROSEN - of the well-known Manual. Dean's other books included Home Ownership: Is It Sound?, The Book of Houses, and Desegregation. His research touched almost every intergroup relations concern.

"John Dean had a sensitive and inquiring mind and a humane spirit. His death represents a very great loss to social science and to the community at large." (Gordon Streib, Cornell University). To the intergroup relations community, this is especially true. . . . . .

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OTHER BOARD ACTIONS

A new Commission on Research Services was established in March to provide an opportunity for continuing contact among those primarily engaged in agency or academic research. The action followed an appeal from a group of public agency researchers for a specific "home" in the NAIRO structure, something they had lacked since abolition of the Research Services Department in 1958.

LLOYD DAVIS (Catholic Interracial Council, Chicago) was named as NAIRO's registered agent in Illinois, succeeding Frederick Pollard, Jr. (Chicago Commission on Human Relations). Such an agent is required under the terms of NAIRO's incorporation in that state.

A special interdepartmental committee was established to investigate the possibility of greater interagency exchange of information, especially in terms of services that national private agencies might be prepared to offer to state and local public bodies, and to independent local private agencies. DAVID DANZIG (American Jewish Committee, New York) will head the committee, composed temporarily of the five NAIRO Department chairmen.

Reiterating a long-standing if implicit policy, the Board took the unanimous stand in March that NAIRO cannot be a member of any agency or organization.

To permit wider participation in the drafting of the annual Statement of Concern, this year's Resolutions Committee (MARSHALL BRAGDON, Mayor's Friendly Relations Committee, Cincinnati, chairman) will circulate a first draft a few months in advance of the San Juan meeting. Mail comments will be incorporated in a second draft, to be discussed and voted upon at the Annual Meeting. Members are urged to submit suggestions for the first draft now !!!!

After due study, the Board declined to recommend adoption of a By-Laws amendment providing for election - rather than appointment - of Regional Chairmen. The change had been proposed at the 1958 Annual Meeting, and the membership referred it to the Board for study and recommendation. Board consensus was that the special service required of Regional Chairmen suggests that they are better selected than elected.

Careful consideration was given at both the March and June meetings to a proposed By-Laws amendment formalizing the role and relationship of local NAIRO groups. Consensus was that such an amendment should be recommended to the membership for adoption at the next Annual Meeting, and the Rev. H. BENJAMIN SISSEL (Department of Social Education & Action, Presbyterian Church) was asked to head a committee to draft the Board's proposal after soliciting suggestions from existing local groups.

MORE NEW CHAIRMEN NAMED

To head the Department of Local Private Services, VIRGIL BORDER (Area Director, National Conference of Christians and Jews, St. Louis, Missouri).

To head the new Commission on Research Services, GEORGE GRIER (State Commission Against Discrimination, New York).

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NAIRO MEMBERS ON THE MOVE -- AND HOW!!!

President-elect FREDERICK B. ROUTH (formerly Assistant Director, Southern Regional Council) is the new executive director of the Michigan FEPC.

PAUL RILLING (Executive Director, Virginia Council on Human Relations) will shortly become director of field activities of the Southern Regional Council.

HAROLD LETT has resigned as Assistant Director of the Division Against Discrimination, New Jersey State Department of Education.

DAVID SAWYER (formerly Area Director, American Jewish Committee, Philadelphia) is now executive director of the Washington (D.C.) Commissioners' Council on Human Relations.

MURRAY FRIEDMAN (formerly Regional Director, Anti-Defamation League, Richmond, Virginia) is now area director of the American Jewish Committee, Philadelphia.

ROBERT C. KOHLER has joined the staff of the Anti-Defamation League as regional director of its Virginia-North Carolina Office, Richmond.

HELEN AMERMAN has resigned as Associate Director of the Council for Civic Unity, San Francisco.

PAUL ERTEL, JR., has resigned as Executive Director of Fellowship House, Cincinnati. He will shortly join the staff (Migration Services) of the Chicago Commission on Human Relations.

DONALD LOWE (formerly Director, Property Management & Relocation Division, St. Louis Housing and Land Clearance Authority) has resigned to enter the insurance business.

MORTON J. SOBEL (formerly Michigan Regional Director, Anti-Defamation League) has come to New York City to head the new National ADL Department of Colleges and Universities.

HORTENSE GABEL (formerly Deputy State Rent Administrator, New York) has been named to a newly-created post as assistant to the Deputy Mayor, New York City, to aid in city slum prevention efforts.

ALVIN MELLMAN (Assistant to the National Coordinator, National Community Relations Advisory Council) will leave NCRAC to enter the University of Pittsburgh School of Social Work (Community Organization course) in September.

EDWARD HOWDEN (Director, Commission on Equal Employment Opportunity, San Francisco) will lose his agency in September; it will be superseded by the new California state FEPC since the law abrogates all local FEP powers.

Mrs. ANNA M. MC GARRY (Supervisor of Community Relations, Philadelphia Commission on Human Relations) will retire on August 15. Mrs. Mc GARRY has worked with the Commission since it was established in 1952 -- and was with its predecessor (the FEPC) before that.

SAMUEL DANIELS (formerly executive secretary, Maryland Commission on Interracial Problems and Relations) has entered private industry as public relations assistant in a brewing company.

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JERRY BELENKER (formerly Assistant Director, Jewish Community Council, Cincinnati) has joined the staff of the Anti-Defamation League -- in its Ohio-Kentucky Regional Office in Columbus.

PAUL KLEIN has left the New York City Commission on Intergroup Relations to enter private law practice.

KENT LARRABEE (formerly Community Director, Philadelphia Fellowship Commission) is now on the staff of a Wilmington, Delaware, community center.

The Rev. R. DEAN SHORT (formerly Director, United Christian Fellowship, Kent State University) will become the new community relations secretary of the Committee on Race Relations, Philadelphia Yearly Meeting of Friends.

K.C. JONES, JR. (formerly Housing Director, Cleveland Urban League) will join the staff of the Cleveland Community Relations Board.

NATIONAL INTERNSHIP SEMINAR

An eight-day seminar for NAIRO interns was held at International House, New York City, during the week of June 6-13. Fourteen interns and ten supervisors were in attendance for all or some of the sessions; one non-intern (Helen Maynor, National Congress of American Indians, Washington, D.C.) also registered for the week.

The Seminar followed close on the heels of the June 5-6 NAIRO Board meeting, and the first session was a joint intern-supervisor-Board discussion on "The Scope of Intergroup Relations," led by FREDERICK B. ROUTH (Michigan FEPC). An intern-supervisor evaluation of the total Internship Program followed.

Dr. DAN DODSON (New York University Center for Human Relations) keynoted the Seminar, challenging the interns with his comments on the monitoring of intergroup relations conflict. Roger Shaw (New York office, NCCJ) led workshop planning sessions, and various resource people were invited in for subsequent discussions: WILLIAM VALENTINE (Housing Division, SCAD), RAPHAEL O. LEWIS (Employment Division, Chicago Urban League), SAAL LESSER (Encampment for Citizenship), Edward Lewis (Urban League of Greater New York), Rabbi Arthur Gilbert (Anti-Defamation League), and Dr. H. HARRY GILES (New York University School of Education).

SAN JUAN, 1959

A major item on the June Board meeting agenda was the approval of the 1959 Conference agenda. A complete outline will be mailed to the membership by the Conference Program Committee (LLOYD DAVIS, Catholic Interracial Council, Chicago, chairman), but it can be recorded here that the four-day session will be full and fun -- adding to the usual business sessions, major addresses, commission and department meetings, clinics, and informal exchange, such added attractions as a swimming party, a government reception, Island tours, sandy beaches, and sunshine.

Noting both the unusual interest in the Conference and its special setting, the Board also adopted the following policy: All persons attending the 1959 Conference must be

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NAIRO members in good standing or must pay a $15 Conference Registration Fee. Spouses and blood relatives are exempted, and local (Island) residents will be charged only the customary Registration Fee of $3. The Board noted that Conference registrants will enjoy special room rates at the San Juan International (including the week before the meeting and the week after) and may also be offered special air travel rates and other bonus attractions. This seemed to warrant the unprecedented requirement of paid membership or an equivalent registration fee. And there is a membership category (Active, Associate, Student) for everyone!!

Look for another mailing -- very soon -- from the Conference Arrangements Committee (JOSEPH MONSERRAT, Migration Division, Commonwealth of Puerto Rico, chairman). It will contain all of the latest information on reservations, travel, special events, etc.

AUTHORIZING A LONG LOOK AT NAIRO'S FUTURE

The Board gave approval in June to a dramatic and far-reaching proposal developed by the Resources and Planning Committee at its June 4 meeting. Financial angels willing, it will shape NAIRO's deliberations for the year ahead.

(1) A Leadership Conference in late Fall, 1959, that will project the next decade's major trends and developments affecting intergroup relations -- and will attempt to analyze implications for the field in terms of needs, directions, organization, and gaps.

(2) After circulation of Conference reports to NAIRO membership, and after study by NAIRO Committees, a Leadership Conference (late Spring, 1960) on the future role and function of NAIRO.

(3) Circulation of the second Leadership Conference reports, and further study by NAIRO Committees, leading to the 1960 Annual Conference (Cincinnati) which would be largely devoted to (a) reaching consensus on the role of NAIRO and (b) reaching consensus on the functional structure of NAIRO -- all in the light of expected trends and developments in the field. Consideration of professional standards and possible professional accreditation would be a major item.

The Resources and Planning Committee was directed to draw up a comprehensive proposal for submission to foundations. Meanwhile, the Committee on Professional Standards (GEORGE SCHERMER, Philadelphia Commission on Human Relations, chairman) was asked to refine and develop a separate proposal for a staffed project to define standards for intergroup relatinns work, leading possibly and eventually to accreditation procedures.

NATIONAL INTERNSHIP PROGRAM, 1959-1960

With administrative grants in hand -- $15,000 from an anonymous benefactor and $5,000 (renewal) from McGregor Fund of Detroit -- and with the Board decision to continue for at least one more year NAIRO's on-the-job professional training program, the search is now on for foundation training grants -- and for agencies willing and able to take part in the program. Foundations are being approached to provide full or half grants

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($5,000 or $2,500), and agencies have been invited to participate — matching grants from their own funds, approaching local foundations for support or even attaching voluntarily their junior staff members to the program.

A mailing inviting expressions of interest went to the NAIRO membership in April, but it is not too late for an agency to register its desire to participate!!

The St. Louis Urban League (M. LEO BCHANON, Executive Director) received a training grant from the Field Foundation and becomes the first official participant in the 1959-1960 program.

MORE NEWS OF NAIRO MEMBERS

JULIA ABRAHAMSON is in print this month with her new book, "A Neighborhood Finds Itself" (Harper & Brothers, New York 1959: $5.00). This is the story of the Hyde Park-Kenwood community on Chicago's South Side — and of the Hyde Park-Kenwood Community Conference, of which Mrs. ABRAHAMSON was for six years Executive Director.

GLEN E. MANSFIELD, long-time Executive Secretary of the Washington State Board Against Discrimination, will soon surrender his administrative and educational duties to devote full time to investigation and conciliation of complaints, under a new title.

CLARENCE SENIOR (Chief, Migration Division, Commonwealth of Puerto Rico Department of Labor) is also in print, this time with "Land Reform and Democracy" (University of Florida Press, Gainesville, 1959: $6.75). It is a case study of a large-scale agrarian experiment — the distribution of land to about 30,000 peasant families in Mexico.

MARY HOWARD (Assistant Director, New Jersey Regional Office, NCCJ) became Mrs. Robert Cadwell on June 14th. She will remain on the NCCJ staff.

ALEXANDER J. ALLEN is on a year's leave of absence from the Pittsburgh Urban League, of which he is Executive Secretary, to work on a special project at the National Urban League office in New York.

EDWARD N. HODGES, III (Michigan FEPC) had an article in the April 1st issue of the Michigan Education Journal: "FEPC and the Teaching Profession," an interesting analysis of several teacher-discrimination cases brought under the Michigan law.

GARDA BOWMAN (New York SCAD) is finally recovering from a seven-month struggle with a broken pelvis and subsequent complications (the troublesome "staph" germ). She returns to work on July 1st.

Elspeth (Mrs. MARSHALL) BRAGDON is in print with another Maine-based juvenile, "One To Make Ready" (Viking Press, New York, 1959: $2.75). Like her husband, the long-time executive director of the Cincinnati Mayor's Friendly Relations Committee, she is a transplanted New Englander.

A unanimous U.S. Supreme Court decision on May 4th reversed a Virginia Supreme Court contempt conviction of DAVID H. SCULL (Annandale, Virginia; a Board member of the Virginia Council on Human Relations). He had refused - on grounds of conscience - to answer some 31 questions put by the Virginia Committee on Law Reform and Racial

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Activities -- questions dealing with such matters as NAACP and ACLU membership, and payment of lawyers' fees in segregation cases.

ROBERTA CHURCH (Minority Groups Consultant, U.S. Department of Labor) was featured in the May issue of Ebony Magazine.

STERLING TUCKER (Washington, D.C., Urban League) emerged as the top speaker in a forensic meet of the D.C. Junior Chamber of Commerce held here recently. He will go to New York in June to compete for national honors.

DAVID DANZIG (American Jewish Committee, New York City) is back from a five-week business-and-pleasure trip to Europe.

The March issue of the Merrill-Palmer Quarterly of Behavior and Development carried an article by CHARLES LIVERMORE (New York SCAD) based on his speech, "Integration vs. Anti-Discrimination," at the 1958 NAIRO Conference.

Belated kudos to ELEANOR RYDER, ROBERT MAST, and LOUIS MASON, JR (all of Pittsburgh Commission on Human Relations) for their tremendous job in editing and preparing the 1958 Conference Proceedings, mailed to members in February.

And kudos to MASON, MAST, and HERBERT AURBACH for the excellent study, "Racial Practices in Pittsburgh Hospitals," released this month by the Commission on Human Relations there.

In print this month, too, is H. HARRY GILES' The Integrated Classroom -- a comprehensive, practical survey of the dynamics and anatomy of integration today (Basic Books, Inc., New York, 1959: $5.00). Dr. GILES is professor of education at New York University; he was the founder of the NYU Center for Human Relations Studies.

INSIDE NAIRO: REGIONS, LOCAL GROUPS, DEPARTMENTS

Very belatedly: The Twin Cities NAIRO is being headed these days by ERNEST COOPER (St. Paul Urban League), chairman; Mrs. VIOLA KANATZ (Minnesota-Dakotas Regional Office, NCCJ), vice-chairman; and DAN JACOBOWSKI (St. Paul FEPC), secretary-treasurer.

A second Departmental newsletter has been released by the Department of Local Public Services (HOWARD MC KINNEY, Erie Community Relations Commission, chairman).

A. ABBOTT ROSEN (Midwest Regional Office, ADL) has resigned as chairman of NAIRO's Commission on Education but will continue as Great Lakes Regional Director. A Great Lakes NAIRO Conference is in the offing, probably in Chicago in the Fall.

LOUIS H. ERVIN (Minneapolis FEPC), North Central Regional Director, reports postponement until Fall of a regional conference originally scheduled for June 5-6. Among other things, it turned out that most of the National NAIRO leadership was planning to be in New York at the Board meeting.

Philadelphia NAIRO has just concluded its annual seminar program for intergroup relations professionals. Local group chairman FLORENCE KITE (Committee on Race Relations,

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The Denver Commission on Human Relations is now the Denver Commission on Community Relations . . . . And the Los Angeles Jewish Community Council and the Jewish Welfare Federation of Los Angeles have merged as the Jewish Federation-Council of Greater Los Angeles . . . . The Governor's Human Rights Commission, State of Minnesota, is listed incorrectly in the NAIRO Membership Directory as the Governor's Interracial Commission. This was changed some years ago.

DAN ANTHONY (Director, Mayor's Commission on Group Relations, City Hall, Newark 2, New Jersey) writes that copies of the monumental survey, "Newark - A City In Transition" (unabridged, or in a one-volume condensation), are available from his office.

Fisk University will hold its 16th Annual Race Relations Institute from June 29 through July 11. Isn't this the granddaddy of them all?? HERMAN LONG (Race Relations Dept., AMA) will again direct the seminar.

The Council of Churches and Christian Education of Maryland-Delaware (Mildred Atkinson, Director, Christian Social Relations, 14 West Madison Street, Baltimore 1, Maryland) is making good use of small stickers with the legend: "As your customer, I welcome being served by any qualified person regardless of race, creed or color." People are asked to affix these when paying bills or writing to stores, banks, etc.

Both Orlando and West Palm Beach, Florida, have established bi-racial Mayor's Community Relations Committees. Efforts are underway to secure appointment of similar official bodies in El Paso, Texas, and Charlotte, North Carolina.

Office-hunting this month in New York City are the National Committee Against Discrimination in Housing (FRANCES LEVENSON & MARGARET FISHER) and the Committee on Civil Rights in Manhattan (EDNA MERSON). Both were formerly housed with the American Jewish Committee, which moves to its new building in August. Both organizations will be grateful for space suggestions.

NAIRO had a modest hand in the preparation of "Intergroup Relations in the United States: A Compilation of Source Materials and Service Organizations," published recently by the National Council of Women of the United States (New York, 1959, $1).

The Merrill-Palmer School in Detroit (RICHARD H. KERCKHOFF, Leader, Program in Community Organization and Development) announces an experimental summer workshop on "Rearing Children in the Racially Changing Neighborhood," to be held July 13-24. It will be for parents and young children currently living in racially changing neighborhoods, largely nearby Highland Park.

'Tis reported that Miss Aimee Isgrig (once Assistant Director of the now-defunct University of Chicago Human Relations Center, and a former NAIRO member) will shortly become executive director of the Illinois Commission on Human Rights.

From the Community Tensions Center, Springfield (Mass.) College (HANS SPIEGEL, Director), comes an interesting report on the Center's "Seminar on Community Conflicts Arising From Religious Controversy Related to the Public Schools," held in Atlantic City last February. Many NAIRO members were among the planners and participants.

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AN INTRIGUING PROPOSAL: EDITORIAL

In the Spring (March 1959) issue of the AAUP Bulletin (publication of the American Association of University Professors) appears an article by Francis C. Pray entitled "Let's Invest in Scholarship." It offers a suggestion that might be of interest to progressive professionals and advanced agencies:

Briefly, it is proposed that an amount equal to a set percentage of each faculty member's salary be set aside by the university for that member's use in supporting scholarly endeavor and for professional improvement. The article mentions four per cent, and suggests that its use be confined to (a) travel "for professional improvement" -- to participate by the reading of a paper, membership on a panel, or service as an officer in the meeting of an educational or professional association; (b) purchase of equipment or materials for scholarly endeavor or research; and (c) personal services of a professional or clerical nature not otherwise available through the regular department staff.

In practice, an assistant professor whose base salary is - let us say - $6,000 would have available for such use a sum of $240 for that year. This would be over and above his regular salary. Approval of each request for use of these funds would be granted by a committee of three faculty members, elected by each school, division, etc.

Translated into intergroup agency terms, such a plan would permit professionals to attend NAIRO Conferences and meetings, conduct modest independent research projects, prepare articles for publication, purchase books and other publications related to their work, and take university and other courses for professional development.

Approval of the specific project requests could rest with a staff committee (in larger agencies) or with a Board committee. Funds unused by an individual would revert to the agency at the end of the year. Since project approval would not be automatic, the committee would also have an opportunity to guide individual staff members in their professional development and to encourage new avenues of research or professional involvement.

And, taking the four per cent figure as a guide, is $240 a year not a modest investment in the professional growth of a practitioner in whom the agency is already sinking $6,000???

YOUR PERIPATETIC EXECUTIVE SECRETARY

Following the January-February Western swing, JOHN LASSOE visited seven cities in the Midwest and South. In Chicago, there was a Finance Committee meeting, the March 6-7 Board meeting, a party for the Board at the home of ELEANOR DUNGAN (Commission on Human Relations), and various appointments with members and others.

Milwaukee provided an opportunity to lunch with VIRGINIA HUEBNER (Wisconsin FEP Division) and Dr. RUDOLPH MORRIS (Marquette University). At CORNEFF TAYLOR's invitation, Lassoe also spoke to the Milwaukee Commission on Human Rights.

In Cincinnati, Lassoe met with the Intergroup Agency Council (local professionals)

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to discuss the 1960 Conference -- and also addressed the annual meeting of the Mayor's Friendly Relations Committee. Atlanta provided an opportunity for long talks with President-elect FREDERICK ROUTH and for a meeting with local professionals. Miami brought a meeting with local professionals (CAIRO, or Community ...etc.) and talks with NAIRO intern JANE LEEDS and supervisor WILLIAM K. WILLIAMS (Dade County Council on Community Relations).

Middle South Regional Director JOHN YOSHINO (President's Committee on Government Contracts) and JOHN G. FEILD (Office of U.S. Senator Hart) arranged a full week of meetings and interviews in Washington, D.C. Meetings with local professionals (including a luncheon of the D.C. Area Conference on Intergroup Relations) were supplemented by talks with Assistant Attorney General Wilson White, White House aide Frederick Morrow, and Lyndon Johnson's executive assistant. To top off the visit, DAVID SAWYER (Commissioners' Council on Human Relations) arranged for Lassoe to receive the key to the city from Commissioner McLaughlin; it was accepted on behalf of all U.S. intergroup relations professionals. And it is a beauty!

Lassoe spent one day in Philadelphia, meeting with interns and other professionals -- after addressing the Philadelphia NAIRO group. The week before, he had attended a four-day Trainers' Consultation in Princeton, New Jersey, sponsored by the Council of National Organizations, Adult Education Association.

NEW MEMBERS GALORE !!!

NAIRO's Office Secretary and right arm, FRANKYE BROWN, is experimenting this month with something new and hopefully useful: sheets of stickers carrying the names of (a) new members -- you paste these in the margin or on the back of pages, and (b) old members who have changed addresses -- you paste these over the present Directory up-to-date, but we need to know how it works out!

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NAIRO
July, 1959

EVALUATIVE CRITERIA FOR INTERGROUP RELATIONS PROGRAMS

by

Robert B. Johnson, Director of Research
The National Conference of Christians & Jews

Experience derived from numerous evaluative studies of human relation's agencies suggests that there are certain standardized questions that groups working in the human relations field might ask themselves, at periodic intervals, if they wish to have a permanent method of reassessing themselves and each other. In 1955, a sub-committee of Philadelphia affiliates of NAIRO drafted a set of questions that it considered appropriate for interorganizational discussion. This writer has drawn from the fuller set of questions proposed by the committee, and with his own additions, presents them here, with some elaboration on why each question is asked. They are subdivided into (1) Questions to ask on internal organizational structure; (2) Questions on interorganizational relationships, and (3) Questions on relations with the general community. They are as follows:

1. Questions on internal organizational structure

   a. What are the objectives and methods of our agency? What are we set up to do? Are these goals and methods re-examined periodically?

      As Robin Williams has noted, it is necessary for organizations to make periodic examination of their underlying goals and causal assumptions, since agencies often lack clarity about goals, may be aiming at several simultaneous or even contradictory goals, or may have adopted methods inappropriate to these goals. Also, these goals and methods must be continually re-examined, since organizational personnel often drift far away from their stated purposes unless they ask themselves with some frequency: Are we still doing what we set out to do?

   b. Do staff members and policymakers agree on the stated objectives of the agency?

      We assume that an agency will operate with maximum smoothness only if there is agreement in different levels of the program about what the goals and methods are supposed to be. Too often, the supposed policy-makers of an agency have lost touch with the everyday activities of staff members who must make day-by-day decisions; while the latter may become so actively and emotionally involved in specific problems that they

*This document was developed as part of this author's appendix to the evaluative study of the American Friends Service Committee's Community Relations Program, sponsored by Russell Sage Foundation, November 1955. These comments stem from our attempt to realistically assess the crucial problems encountered in interagency and intraagency conflicts in the field of intergroup relations.

lose sight of the program's original objectives. Where staff and policy-makers find themselves in sharp opposition to each other, a period of intensive discussion and assessment is indicated. Where the policymaking functions may have inadvertently been taken over by staff members, the agency might make a reassessment of the role of Boards of Directors and Advisory Committees, considering whether the new policy-making process might actually be of benefit to the agency.

c. How are policy decisions arrived at?

The actual policymaking function of an organization is a valuable subject for study, in these terms: What are the group's assumptions on who should make policy, and from what philosophical premises are these assumptions based? Will case history analyses, or other intensive observations reveal who actually does make policy? Is this in line with the original philosophy? If not, so what -- is the agency function more or less smooth; more or less democratic; more or less effective?

d. Is the organization actually doing what it was set up to do?

This might be determined by a three-fold formulation of the questions an evaluator might ask: (1) What are the stated purposes and goals, and the organizational structure of this group? (2) How is policy made and transmitted and executed? (3) How does it actually look when the agency is operating in a community? The comparison between the original written statement of agency objectives and the observation of what the staff member is actually doing day by day is sometimes quite revealing.

e. Regardless of the answer to question "d", is the program actually being effective by intergroup relations and other standards?

This might be partly answered by the suggestion of more specific questions to ask on effectiveness:

1. Does the group have any adequate indicies by which it can measure change -- something that can be "counted"?

2. Is the agency using the most efficient office methods possible -- efficient filing systems, easy communication procedures, economy measures, keeping up to date?

3. How aware is the program of the best relevant social science materials -- researches, publications, theories found useful elsewhere? How much "social science" is the group using and how much does it need to use? What is meant by "using social science"?

4. Does the group have an adequate and accurate grasp of the nature of the minority community?

5. Is the agency aware of and using the best intergroup relations literature? ("The best" might be determined both by the evaluations of scientists and by the reports of other practitioners on what they have found most useful.)

6. Does the group have a minimum of "limitations" on its activity and is the group aware of its limits? (e.g., being a city, state, or federal agency; having a conservative Board of Directors; being dependent on certain community segments for funds; being tax exempt; being non-tax exempt.)

7. What would happen to intergroup relations in this community if the agency went out of business tomorrow?

The criteria of specific effectiveness will vary from one organization to another depending on its original philosophy or its type of motivation. However, if an evaluative survey finds that (a) the agency is not doing what it set out to do, but (b) is being effective- or the reverse - a sharp and agonizing reappraisal will be imposed on all levels of the program.

f. What are the functions of Board members, Committees, Executive Director, Staff, Volunteers?

It is important for an agency to be certain that each level of the program understands its function clearly, and knows what it is supposed to do and what others are supposed to do. For example, Boards of Directors and Advisory Committees must decide whether their function is to (a) make policy, direct, control; (b) advise, suggest, and modify policy decisions of staff; or (c) merely "rubber stamp" or act as a prestigeful "front" for what staff members seek to accomplish. The actual functions of the executive director should be clearly outlined. (Some intergroup agencies have already done this.) The staff members must know how much responsibility they must assume, and how much freedom and flexibility they have in making day-to-day decisions, and how they should use Boards of Directors or advisors. Volunteer workers, if the agency has been able to recruit them, should be clearly informed of where their energies and resources can be most effective. They must be shown, as so many volunteers

are not, what they are expected to do, and why it is so important to the program.

g. Are there limitations under which the program operates? Are they inherent in agency structure and purpose, or can they be modified?

Observations of American intergroup relations agencies convince us that each is restrained to some extent by factors limiting the staff member's ability to function optionally, or "tying his hands." We note limitations such as these: being a municipal, state or governmental agency; being a minority-sponsored organization; lacking adequate funds and staff; possessing conservative directors or advisory committees; being tax exempt; being non-tax exempt; being relatively unsophisticated; lacking clarity about objectives. We suggest that each organization appraise itself in terms of these limitations, and see how they can be altered or modified; or how the staff member can extend himself as far as possible within the framework of these limitations.

h. How does an agency decide when to terminate a program?

This agonizing problem confronts many organizations: When may we say that the job is done and we can withdraw, or that we have achieved what we have set out to achieve? This question may be answered internally in accordance with the traditional objectives and methods of the given organization; but we further suggest that all interested or involved segments of the general community or the minority community be consulted for their opinion on whether a given program should be terminated. Serious public relations problems may develop if an organization assumes that it is time to withdraw despite the belief in the needy community that the problems have still not been solved. In our own experience with community-wide projects, we have suggested that programs be established on the basis of recognized community needs and that the program be terminated after the need is satisfied, without a time limit, hoping that the community has grasped the program's objectives and will carry them on. This is the ideal; on a more practical level, program termination often has to be based on how long the financial resources last.

i. Should an agency evaluate itself, and how should evaluation be done?

We recognize that formal program evaluation is a relatively recent and uncharted field, still not completely understood

or endorsed by many agencies. We further recognize that evaluation may often be an experience that produces great anxiety in the minds of staff members as to what evaluation will reveal. For example, at a national meeting of intergroup relations practitioners, members made these statements in reference to evaluation:

> "Our Boards won't spend a nickel for evaluating car cards, though they will spend thousands on the cards. They are afraid of what they will find."

> "We are doing evaluation, but we are afraid of finding out certain things that are contrary to what our Boards think they are doing or should be doing. We do not dare to find certain things."

These comments suggest some of the hesitations that people express, when confronted with the prospect of program evaluation. However, if it is decided that evaluation should be done, the following sub-questions have been suggested, for an agency to ask itself:

1. Does staff participate in evaluation? Does staff have any voice in whether or how an evaluation should be conducted.

2. Is there an effective flow of information between staff members, or between staff members and Board members?

3. Are there adequate channels of communication, so that staff members may express opinions that may differ from those of policy makers?

4. Who evaluates work loads? Are budget and staff adequate?

5. How is program determined? How are priorities established when budget is allocated? What role does staff play in making these decisions?

If all segments of a given organization are agreed on the desirability of evaluation, we might suggest, at a later point, some summary principles of evaluation--how it may be conducted with a maximum of efficiency and a minimum of friction and anxiety.

2. Questions on interorganizational relationships

Experience has convinced us that appraisal of an organization's internal structure and functioning is but part of the problem of evaluation. The large number of intergroup organizations, with their varying philosophies, objectives, methods and resources suggest that the relationship of each

to the other is an important subject for study if the total intergroup relations movement is to function adequately We therefore suggest these questions to ask about the relations of a given organization to the others in the field:

a. How much do we know about the purposes, objectives, and limitations of the other intergroup agencies?

We often note conflict or misunderstanding between intergroup agencies caused by lack of understanding of what another group is set up to do, or how it goes about executing its functions. Thus, certain organizations are engaged in perennial conflicts, locally and nationally; some organizations are "whipping boys," continually criticized for lack of militancy, or sophistication, or willingness to cooperate; a few organizations are viewed enviously as having substantial resources but "no program." Success of intergroup effort depends partly on a maximum of interorganizational coordination and understanding, and a minimum of interagency strife. We therefore suggest that each agency ask itself whether every constituent part of its program understands the total range of organizational potential in this field, asking of every agency: What is it set up to do? What does it actually do? What are its resources and facilities? And, how can we help it, and how can it help us?

b. Are there channels for communication among agencies, and coordination of activities?

Related to the factor of understanding all agencies in this field is the necessity of keeping information and ideas flowing smoothly from one organization to another. Each should ask itself if the machinery of communication might be improved still more. Some agencies have solved the communication problem through newsletters, some through periodic conferences, some through sharing the same building or offices. One method, effectively worked out in Philadelphia is the coordinating of the local affiliates of the National Association of Intergroup Relations Officials into a single grouping with a series of luncheons and an agenda of projects to be developed jointly. Other cities might emulate this experience.

c. Does the agency have representation on committees of other agencies, and the reverse? Is this desirable?

One method of improving interagency communication is the delegation of staff or advisory committee members

to serve as advisors or conferees with other agencies. This practice may have its disadvantages since it may serve to sharpen the areas of misunderstanding and disagreement between agencies, when the difference in their philosophies and objectives becomes sharply apparent. The desirability of maintaining communication in this manner might be a subject of discussion both within a given agency or among several agencies in this field.

d. Is an agency willing to share with another agency some different approaches to a similar problem?

It is currently recognized in intergroup relations that it is not necessary or even expedient to use only one method or technique of solving an intergroup relations problem, to the exclusion of all others. Rather, it is believed that action should be pursued along a multitude of fronts, employing numerous methods as effectively as possible. Therefore, it may often be feasible for organizations to coordinate their efforts in a given area, delegating specific functions in accordance with an agency's methods and resources. Intergroup organizations might ask themselves whether inter-organizational relationships might be improved by this type of coordination based on delegations of functions.

e. Is the organization trying, as far as possible, to exercise patience, understanding, and non-competitiveness in its relations with other intergroup organizations?

In addition to the mechanical details of maintaining fruitful communication between intergroup agencies, we suggest that an additional dimension should also be considered. Fluent communication is assured only if backed by a sincere desire on the part of each agency to view sympathetically the problems of another, to exercise patience and restraint when another agency's procedures are not immediately understandable, to seek to avoid the type of interorganizational competition for funds and credit that so dissipate the energies of the total intergroup relations movement. Perhaps the more vehement negative attitudes engendered in work such as this might be reserved for the opposition.

3. Questions on relations with the general community

We finally consider that an agency might view itself in terms of where it fits into the general community picture, its meaning in the community, its familiarity with the community, and the community's familiarity with the agency. Recognizing that no agency exists "in a vacuum," we suggest, rather, that each agency should be viewed in the community context -- how it relates to the general

processes of American community life. We submit these questions.

a. Does the agency understand and agree upon the meaning of the word "community"? Does it know the various community resources and sources of information: the areas of support, indifference, and opposition to the agency's objectives?

Sociologist Louis Wirth, noting the carelessness with which people utilize the term "community" has stated that it has been used "with an abandon reminiscent of poetic license." It is true that people mean different things by community; some refer to only a territorial area: some mean people having common activities; some refer to those possessing shared interests; and some mean that a given aggregate has "a sense of psychological unity." At any rate, all persons in a given intergroup agency should be agreed upon the meaning of "community," should know their community's resources in terms of (1) intergroup agencies and forces; (2) other forces sympathetic to good intergroup relations; and (3) general community resources that can be utilized by all citizens. In addition, the intergroup relations world is showing its increasing sophistication by seeking to know the power structure of American communities, along lines pursued by Floyd Hunter in his book, Community Power Structure. Therefore, an intergroup agency should ask itself: Who runs things in this community? Who gets things started; who executes them? Do we know who our community "gatekeepers" are?

b. Is the agency sufficiently informed of the needs of the community, and in contact with such vital community segments as the media of communication, the forces of law and order, the persons responsible for each function of city, state, and federal government?

We suggest that in addition to understanding general community resources and how they can be tapped, an agency should ask itself if its communication with the general community is good: does it know what various areas of the community are thinking and needing; is it able to "knock on any door" when seeking help, information, or community sentiment; does it have a means of evaluating what the community thinks about the agency? Particularly, in time of crisis, would the agency have an immediate channel of communication with the relevant community segments? For example, in a community undergoing tension because of the imminence of public school desegregation, would

the agency be able to alert immediately the media of communication to the proper handling of news; secure the cooperation of forces of law and order; invoke sanctions from outside the community wherever possible? And, at all times, is the minority community consulted or represented?

c. Finally, we ask again: What would happen to intergroup relations in the community if the agency went out of business tomorrow?

This is a harsh and cruel question, but one that each agency must have frequently asked itself. The value of such a question lies in this fact: it immediately makes every person involved ask himself more careful questions. What am I doing? What positive effect is my action having? Is it having any negative effects? Who in the community is benefiting from my actions and who is not? How can I improve the service that I am performing? In other words, some of the most crucial issues of program evaluation are involved in this extremely anxiety-producing question posed above. The process of answering this question may even increase the anxiety level of various segments of an organization's program; but, more likely, will make the evaluative experience a richer one for all persons involved.

Some additional questions on relations with the general community have been suggested by this sub-committee of Philadelphia affiliates of NAIRO. We will not elaborate on them here, but they are as follows:

d. How does our agency fit into the community picture?

e. What segment of the community are we trying to reach? To what extent are we successful in reaching it?

f. Does our constituency come to us with its problems?

In addition to these questions, it was suggested that each agency might consider developing a group of assumptions on community prejudice and discrimination from which it might operate, such as: What is our theory of how change comes about in intergroup relations? What is the best way to change prejudicial race attitudes, or to change discriminatory behavior? To what extent do changed attitudes result in changed behavior -- <u>or the reverse</u>? What is the optimum speed with which attitudes may be expected to change? These are vital questions that each agency might consider.

The reader may be surprised, disturbed, or appalled at the many questions posed in this discussion -- questions that require perhaps an "agonizing re-appraisal" of the way an agency has been thinking, functioning, interacting and communicating. However, past experience convinces us that whereas program evaluation may sometimes be viewed as a painful, startling, and anxiety-producing experience, it might more aptly be viewed as a time for complete stocktaking, a minimizing of duplication and wasted motion, an opportunity for widened communication and viewing of new organizational potentialities, and for "taking a giant step"toward progress in the mutually shared goal of seeking more efficient and effective practices in the human relations field.

PROFESSIONAL ETHICS

Paper Presented by
Ira Gissen, American Jewish Committee, Cincinnati

at the
TRI-CITY CONFERENCE - LOUISVILLE, KENTUCKY
May 8, 1959

Our field of endeavor is rapidly acquiring all of the accouterments of professionalization. Various associations to which we belong have or are now engaged in various studies of professional standards. An ever increasing number of workers in our field have received specific academic training for their work from institutions such as the Center for Human Relations Studies at New York University. The development of the internship program under the National Association of Intergroup Relations Officials is but another milestone in our general movement toward professionalization.

There are many reasons why we seek the professionalization of our field. The rapid growth of organizations and agencies has created something of a personnel shortage and in consequence has aggravated conditions related to professionalization. This development has had a contradictory affect upon the professionalization of which I speak. The shortage of qualified workers has resulted in the employment of unqualified workers in a number of instances. The widespread recognization of this undesirable situation has stimulated many of us in our drive toward the professionalization of our field. We recognize that the lack of professionalization can wreck havoc upon the difficult and trying labors in which we are engaged.

However, it is my considered belief that the achievement of professional standards, per se, is not enough. If by professional standards we only mean training and experience and similar qualifications it would appear that we are omitting one of the most important characteristics of any of the established and recognized professions. I would suggest that we must also aspire to and work toward the establishment of professional ethics. The establishment and recognition of professional ethics is not something that is simply self-serving to us. Rather I would regard professional ethics as something that we owe to both the organizations which we serve and the communities in which we work.

It is not my intention to suggest a set of ethics or a code of ethics or means of enforcing the observance of ethics. It is my opinion that such action would be very premature at this particular point in the development of the professionalization of this field. Rather I would suggest that we begin to discuss what we mean by professional ethics, what areas of our activity professional ethics should cover, whether or not a code of ethics can be drawn, and whether or not a Committee on Professional Ethics could be or should be established.

It is my opinion that should we agree that the development of ethics is a necessary adjunct of the developing professionalization of this field then such ethical standards must be concerned with the ideals of duty, character, actions, and ends.

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NAIRO

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ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

MF — Note

N A I R O NEWSLETTER

July-August, 1959

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* * * * * * * * * *I M P O R T A N T* * * * * * * * * *
*                                                     *
*  NAIRO's National Office is moving into larger,     *
*  less expensive, and more comfortable quarters!!    *
*  Please note that - - as of August 28th - - NAIRO's *
*  address will be:                                   *
*                                                     *
*                426 West 58th Street                 *
*                New York 19, New York                *
*                                                     *
*        TELEPHONE:  JUdson 6-0782                    *
* * * * * * * * * * * * * * * * * * * * * * * * * * * *
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OUR NEW OFFICE

After two years in its aerie overlooking Times Square, NAIRO is abandoning the spectacular view to find lebensraum in a comfortable building nestled behind the Coliseum -- on 58th Street just west of 9th Avenue. Effective August 28th, JOHN LASSOE and FRANKYE BROWN will welcome NAIRO members to quarters half again as large as the present office, featuring a better layout and more attractive decor.

The building has been recently acquired and renovated by the Jewish Education Committee, which is accepting a few outside organizations as tenants. In adjacent but separate offices on the second floor will be NAIRO's new neighbors, the National Committee Against Discrimination in Housing (FRANCES LEVENSON and MARGARET FISHER).

Use of meeting room facilities has been promised to NAIRO by the Jewish Education Committee, and air conditioning is likely by next summer. It should be a happy home; come up and see us some time!!!

CONFERENCE NEWS NOTES

Every member should have received by now: (1) a special mailing from the Conference Program Committee (LLOYD DAVIS, chairman), outlining the theme, topics, and expected speakers for the San Juan meeting; and (2) another mailing from the Conference Arrangements Committee (JOSEPH MONSERRAT, chairman), giving more details on travel costs, hotel arrangements, and the natural beauties of Puerto Rico. The latter package also included a copy of the Godkin Lectures given by Governor Luis Munoz Marin, expected to be one of the major speakers at the Conference.

DAVID SAWYER (Commissioners' Council on Human Relations) and JOHN YOSHINO (President's Committee on Government Contracts) report a total of thirty-three Washington, D.C.,

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professionals and spouses definitely plan to attend.

And JOSEPH MONSERRAT (Migration Division, Commonwealth of Puerto Rico) has postcards in hand from over 235 NAIRO members who expect to be in San Juan .... 75 of these have already sent him hotel reservations.

IMPORTANT!!! Hotel reservations at the San Juan Intercontinental should be made now and should be made through the Conference Arrangements Committee. (People making reservations directly or through a travel agency run the risk of being charged regular room rates, rather than our very special Conference prices). Use the postcard sent to you in the last mailing from JOSEPH MONSERRAT, and be sure to indicate expected arrival and departure dates.

NOTE: Final information on air transportation plans will be sent to you in early September. Charter planes seem unlikely but there are non-charter possibilities (from New York City) that will be just as inexpensive.

NOTE #2: Paul Klein informs us that professionals paying their own expenss at San Juan may deduct the total cost in computing their income tax. This does not, however, include spouses and children!!!

The Department of National Private Services (JOSEPH ROBISON, American Jewish Congress, chairman) has signed up the following speakers and discussants for its session on "The Decade Ahead": ARNOLD ARONSON (N.C.R.A.C.), SOL RABKIN (Anti-Defamation League), JOHN MORSELL (NAACP), JOHN FEILD (Office of U.S. Senator Philip Hart), and ALAN REITMAN (American Civil Liberties Union). Topic of the Department's second session will be: "The Changing Role of the National Agencies in the Years Ahead," with speakers to be announced.

MARSHALL BRAGDON (Mayor's Friendly Relations Committee, Cincinnati), chairman of the Resolutions Committee, reports a distressingly meager flow of suggestions for the 1959 Statement of Concern. Man the typewriters now!!!

NAIRO MEMBERS ON THE MOVE

CHARLES LIVERMORE (formerly New York State Commission Against Discrimination) is the new Executive Director of the Commission on Youth Welfare, City of Chicago.

WILLIAM T. LIGGETT (formerly Catholic Interracial Council, New York City) will join the St. Louis NCCJ staff in September.

HELEN AMERMAN has been named as Housing Officer of the Oakland (Calif.) Redevelopment Agency.

ARNI S. ARNASON (former executive director, Vancouver Civic Unity Association) has accepted a post with the Department of Citizenship and Immigration in Saskatchewan.

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EMERSON D. JAMES is the new Assistant Director of Interracial Service, Boy Scouts of America . He replaces A.J. TAYLOR, who has retired.

JACK ISSELHARDT is resigning as Executive Secretary of the Kansas Anti-Discrimination Commission to begin work on his Doctorate (Clinical Psychology).

JOHN T. BLUE, JR. has accepted a position with the Norfolk Division of Virginia State College.

INSIDE NAIRO: REGIONS, LOCAL GROUPS, DEPARTMENTS

HOWARD MC KINNEY (Community Relations Commission, Erie), chairman of the Department of Local Public Services, has just completed a "Comparison of Budgets and Salaries Scales of Twenty Local Public Agencies." The study was mailed to all Department members; a few extra copies are on hand in the National Office, available to others on request.

JOHN A. BUGGS (Los Angeles County Commission on Human Relations), NAIRO's Southwest Regional Chairman, reports the formation of a Los Angeles NAIRO. At its second meeting, in August, DAVID DANZIG (American Jewish Committee, New York) spoke on the role of local NAIRO groups in the total intergroup relations effort.

Chicago NAIRO has just launched a series of discussion meetings around topics scheduled for the San Juan Conference. JACK KENNA (National Safety Council) keynoted the first session, "Intergroup Relations in the Sixties," utilizing material brainstormed by the National Safety Council from over 200 national experts.

The report of the Commission on Civil Rights, "Washington Desegregation - 10 Years After," is rolling off the press at this writing. Expect it by month's end.....

NAIRO's Committee on Professional Standards (GEORGE SCHERMER, Philadelphia Commission on Human Relations, chairman) is hard at work on the development of a proposal for a staffed project to define standards for the accreditation of intergroup relations workers. There should be a report on this in San Juan.

JOHN LASSOE, FRANK SIMPSON (Connecticut Commission on Civil Rights), BENJAMIN LEVY (New Haven Jewish Community Council), and Frank Corbett (Bridgeport Intergroup Council) were speakers at a June 26th Connecticut NAIRO Conference in New Haven. Some thirty-five professionals and lay leaders attended the meeting, over which Northeast Regional Director IRVING GOLDABER (N.Y.C. Commission on Intergroup Relations) presided.

MORE NEWS OF NAIRO MEMBERS

CARRIE MISNER (Reading YWCA) became Mrs. Charles Arthur DIVINE on July 3rd. Carrie, a former NAIRO intern, will be living in Temple, Pennsylvania.

BEN D. SEGAL (Education Director, IUE) will attend a conference of the International Federation of Workers' Educational Associations in Stockholm, Sweden, during late August.

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LEONARD JEFFRIES, NAIRO Student member, graduated with honors from Lafayette College in June. His honors thesis: "The Urban Crisis: Intergroup Relations in the Large Cities." He goes now to the University of Lausanne, Switzerland - - on a Rotary Fellowship.

JOHN A. MARTIN, JR. (NAIRO intern, Stiles Hall YMCA, Berkeley) will shortly begin work on a Master's degree in the School of Social Welfare, University of California. He will remain on the Stiles Hall staff on a part-time basis.

ERWIN FEIERTAG (NAIRO intern, Council for Civic Unity, San Francisco) is also returning to school - - at the University of California, where he will work on a Doctorate (Sociology).

A "Local Union Self-Evaluation Check List on Civil Rights" prepared by AARON ARONIN (Field Director, Jewish Labor Committee, Chicago) was featured in the May issue of the AFL-CIO Education News and Views.

HASKELL LAZERE (American Jewish Congress, Miami) is the proud father of a new daughter, born in New York in July.

NEW MEMBERS GALORE

Having finally crossed the magic 500 mark, NAIRO membership seems to be racing toward the next goal of 600. It now stands at 5 1 5!!!

The experiment with perforated sheets of labels bearing new members' names and old members' change of address was not entirely satisfactory. The labels were not large enough for many lengthy listings, and the stationer could not deliver the proper sheets in time for an already-overdue mailing.

FROM TEAR TO CUT: Experiment #2 now offers the new members and change of addresses on unperforated sheets (still gummed). As ideal relaxation from the strains of arduous labor, members are urged to take scissors in hand to bring their membership rosters up-to-date.

INTERNSHIP NEWS

The Chicago Urban League received a training grant from the Field Foundation and becomes the second participating agency in the 1959-1960 program. Raymond McCann has been selected as this year's intern.

And the St. Louis Urban League has selected John Francis Penn as its trainee.

Ernest attempts are still being made to secure additional foundation grants on a national basis. Since most foundation Boards do not meet during summer months, announcement of these is not likely before late September. In the meantime, agencies interested in participating in the third-year program are urged to contact the National Office - - to register their intention of applying for national matching grants, to obtain help in applications to local foundations or to obtain information on voluntary affiliation with the program....

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To date, fourteen agencies have applied for matching grants of $2,500 for the year ahead. Foundations, please take note!!

JOB OPENING

** Kansas Anti-Discrimination Commission (State Office Building, Topeka, Kansas) seeks an Executive Secretary to direct its educational program and complaint investigations. Salary: $6,000 maximum, plus use of official car.

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DON'T FORGET TO MAIL YOUR REPLY CARDS TO JOSEPH MONSERRAT FOR YOUR HOTEL RESERVATIONS FOR THE SAN JUAN CONFERENCE!!!!!

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NAIRO - NY
August, 1959

CHANGES IN ADDRESSES

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Mr. David Danzig
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Mr. Harry Fleischman
American Jewish Committee
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New York 22, New York

Mr. Samuel Kaminsky
American Jewish Committee
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New York 22, New York

Mr. Israel A. Laster
American Jewish Committee
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New York 22, New York

Mr. Theodore Leskes
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JUdson 6-0782

N A I R O NEWSLETTER

October, 1959

CONFERENCE HIGHLIGHTS

Some 220 intergroup relations professionals, most of them NAIRO members, are expected at our Thirteenth Annual Conference in San Juan, Puerto Rico. Approximately one-third are bringing spouses, a new high for NAIRO gatherings. Over 110 individuals are involved in the program of one or more sessions at the four-day meeting. LOUISE BLACKHAM (Civic Unity Committee, Seattle) is again slated to win honors as delegate-from-the-greatest-distance. These then are the statistics....

And the program? The Governor of the Commonwealth of Puerto Rico, Luis Muñoz Marín, will deliver what promises to be a memorable keynote. Assistant Labor Secretary George Lodge will challenge delegates with a penetrating analysis of "Discrimination: A World-wide Problem." Dr. DAN DODSON (N.Y.U. Human Relations Center), ARNOLD FORSTER (Civil Rights Division, Anti-Defamation League), and GEORGE SCHERMER (Philadelphia Commission on Human Relations) will again tackle the constructive use of conflict, this time from the point of view of agency role and responsibility. Finally, under the leadership of JOHN SLAWSON (American Jewish Committee), key representatives of three different fields will approach "Intergroup Relations, The Allied Disciplines, and Related Fields of Professional Activities": JOHN G. FEILD (Office of U.S. Senator Philip Hart), John Kidneigh (University of Minnesota School of Social Work), and Dr. Goodwin Watson (Teachers College, Columbia University).

Sandwiched in between the general sessions will be stimulating meetings of NAIRO Commissions, Departments, and Committees; the popular clinics inaugurated last year; gala receptions; social events; and important NAIRO business meetings. Your program is enclosed....

NAIRO STATEMENT OF CONCERN

All members, whether planning to attend or not, are invited to comment on the draft of our proposed Statement of Concern, also enclosed. Prepared by the chairman of the Resolutions Committee (MARSHALL BRAGDON, Mayor's Friendly Relations Committee, Cincinnati), it represents the advance thinking of NAIRO Conference delegates, as synthesized by one of our most creative members. However, this is but the first stage; your comments and additions are eagerly sought....

NAIRO MEMBERS ON THE MOVE

ROBERT GREENE has left the Michigan FEPC to join the staff of the American Jewish Committee in Washington, D.C.

EDWARD HOWDEN (late of the San Francisco Commission on Equal Employment Opportunity) has become the Chief of the new California Division of Fair Employment Practices.

PHILIP WINKFIELD is leaving the Toledo Board of Community Relations to become Associate Director of the Denver Urban League.

GEORGE W. SNOWDEN has been promoted to the post of Assistant to the Administrator for

Intergroup Relations, within the Housing and Home Finance Agency.

AARON ANTONOVSKY (Research Director, New York State Commission Against Discrimination) will take a year's leave of absence to study in Iran as a Fulbright Fellow.

FLORENCE L. KITE (formerly of the Committee on Race Relations, Philadelphia Yearly Meeting, Society of Friends) has joined the staff of the Philadelphia Commission on Human Relations.

MARY HOWARD CADWELL has left the Northern New Jersey office of the National Conference of Christians and Jews.

BORIS H.D. CLARKE has resigned as executive director of the Nationalities Services Center in Cleveland.

HAROLD LETT (formerly assistant director of the New Jersey Division Against Discrimination) has accepted appointment as Assistant Director, Commission on Labor-Management Organizations, National Conference of Christians and Jews, based in Washington, D.C.

FRANK BALDAU (long-time director of the Cleveland Community Relations Board) is the new Executive Director of the Ohio Civil Rights Commission, Columbus.

JAMES A. TILLMAN, JR. has been named as the first Executive Director of the Greater Minneapolis Interfaith Fair Housing Project.

DR. ALFRED KRAMER (Department of Racial and Cultural Relations, National Council of Churches) is leaving the Council - - and the United States - - to become Community Development Advisor (Area) for the U.S. State Department in Northeastern Iran.

ANNA HOLDEN (formerly of the Research Department of Fisk University, Nashville) is now making her home in Ann Arbor, Michigan.

WITHIN NAIRO, IN CAPSULE FORM

EDWARD OLSEN (NCCJ, Chicago) has accepted the chairmanship of NAIRO's Committee on Interprofessional Relations for 1959-1960.

DR. H. HARRY GILES (New York University) has been named as chairman of NAIRO's Education Commission for the coming year.

VIRGINIA HUEBNER (Wisconsin Fair Employment Practices Division) will head the State Public Services Department during the next administration.

Middle Atlantic Regional Director JOHN Y. YOSHINO (President's Committee on Government Contracts, Washington, D.C.) reports successful organizing meetings this August in Baltimore (courtesy of PHILIP CAMPONESCHI, Baltimore Commission on Equal Employment Opportunity) and Wilmington (thanks to ELMER PAUL BROCK, Delaware Regional Office, NCCJ).

NAIRO's Federal Services Department (JOHN A. MC DERMOTT, Federal Housing Administration) held a successful meeting in Washington, D.C., in June. Over twenty federal intergroup relations professionals attended.

Two new additions to the NAIRO Internship Program for 1959-1960 were announced this month: Urban League of Greater New York (Field Foundation grant) and New York-Westchester Metropolitan Division, NCCJ (Fund for the Republic grant).

NAIRO's Special Interdepartmental Committee (DAVID DANZIG, American Jewish Committee, chairman) is currently quizzing agency executives on their program and services needs at the community level. The committee's report (in San Juan) will focus on ways in which national agencies might fill these gaps.

MORE NEWS OF NAIRO MEMBERS

HARRY FLEISCHMAN (National Labor Service, American Jewish Committee) is teaching a course on "Labor and the Crisis in Civil Rights" at New York's New School for Social Research this semester.

PATRICK MURPHY MALIN (American Civil Liberties Union) received the degree of Doctor of Humane Letters from Dartmouth College this June.

EDNA MERSON (and the Committee on Civil Rights in Manhattan) have found new headquarters at 34 East Twelfth Street, New York City.

HERBERT AURBACH (Pittsburgh Commission on Human Relations) and others have just completed a piece of research, "Restrictive and Protective Viewpoints of Fair Housing Legislation: A Comparative Study of Attitudes," presented as a paper at the September meeting of the Society for the Study of Social Problems (SSSP).

CHARLES ABRAMS (former chairman, New York SCAD) was honored recently at an Award Dinner of the Catholic Interracial Council of New York City. Recent United Nations housing missions have taken him to Turkey and Bolivia, in the latter as head of a U.N. Technical Assistance delegation.

HAROLD A. LETT was honored by Newark and national colleagues at a Testimonial Dinner on September 30th.

STEPHEN REMSEN (Jewish Labor Committee, Philadelphia) was one of a group of guest columnists who recently stepped in to write "Strictly Politics" in the Philadelphia Tribune, during the illness of the regular writer.

HERMAN EDELSBERG (Washington, D.C., office, ADL) was just re-elected for another term as chairman of the National Civil Liberties Clearing House.

DIRECTORY OF INTERGROUP RELATIONS AGENCIES

No more apologetic promises!! The long-awaited DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID PROFESSIONAL PERSONNEL is at the printer's. Every NAIRO member will receive one copy without charge (on or about November 1st); others may be purchased for $2.00 apiece, $1.50 in quantities of ten or more. The compendium -- first of its kind in eleven years -- lists more than 600 offices of intergroup relations agencies, together with executives' names and other pertinent data.

NAIRO IN THE NEWS

"Civil Rights in the Nation's Capital: A Report on a Decade of Progress," issued last month by NAIRO's Commission on Civil Rights, brought your association its biggest splurge of publicity in many years. Front-page stories in Washington papers were followed by a long story in the New York Times, editorial comment in the Washington Post, significant attention from Voice of America, a radio interview on WRC-Washington, and promise of feature articles in other publications. NAIRO's meager supply of surplus copies was oversubscribed before it arrived from Washington; there is talk now of another "printing."

Credit BEN SEGAL (Education Director, IUE, AFL-CIO) and WILLIAM KOREY (D.C.-Maryland Regional Director, ADL) for key service as editors and publicists....

Senator Philip Hart (D., Michigan) inserted the Washington Post article on the report in the Congressional Record; reprints of this are available from the NAIRO office.

M I S C E L L A N Y

Florina Lasker Fellowships in Civil Liberties and Civil Rights at Brandeis University during the Spring term, 1960, are being offered through the announcement enclosed with this Newsletter. Applications are due by November 1st!! (EDWARD KATZENBACH is Director of the program.)

NAIRO notes with deep sorrow the death last month of Alphonse B. Miller, former Finance Secretary of the American Friends Service Committee. Although not a member of NAIRO, he had agreed -- just a few weeks before his death -- to come to San Juan at his own expense, in order to take part in one of the Conference clinics. The Conference and the field of intergroup relations will miss his valuable contribution to our common cause....

Conference participants can anticipate lively discussion of the proposed amendment to the NAIRO By-Laws, formalizing the relationship of local NAIRO groups to national NAIRO. The proposal to recognize NAIRO chapters received overwhelming Board endorsement in principle, but there were many reservations about the section (#8) limiting policy statements by the local bodies. Discussion and vote is scheduled for the October 14th Business Meeting....

NAIRO membership is at a new high of 5 3 4 -- and, naturally, the goal has now been raised to 600!! REMINDER: Those joining NAIRO from this date on are credited as paid through 1960. This is a good recruiting season....

Old members are, of course, urged to pay their 1959 dues now if they have not already done so!!!!

The Interim Sub-Committee of the Governors' Civil Rights Committee will meet in San Juan during the NAIRO Conference. ELLIOTT SHIRK (Pennsylvania FEPC) is one of those scheduled to present papers to that body.

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NAIRO - October, 1959

CHANGES IN ADDRESSES OF NAIRO MEMBERS

Mr. Frank W. Baldau
Executive Director
Ohio Civil Rights Commission
701 Wyandotte Building
Columbus, Ohio

Dr. S. Andhil Fineberg
American Jewish Committee
165 East 56th Street
New York 22, New York

Mr. Stanley Greenberg
Grand Street Settlement
283 Rivington Street
New York 2, New York

Miss Anna Holden
934 Dewey Street
Ann Arbor, Michigan

Mr. Edward Howden, Ex. Director
Calif. Division of F E P
965 Mission Street
San Francisco 3, California

Mr. Paul M. Rilling
Southern Regional Council
63 Auburn Ave., N.E.
Atlanta, Georgia

Mr. John G. Feild
Legislative Assistant to
Senator Philip A. Hart
Room 140 Senate Office Bldg.
Washington 25, D. C.

NEW NAIRO MEMBERS
(Since August Newsletter)

Mr. Robert L. Carter 4
General Counsel - NAACP
20 West 40th Street
New York 18, New York

Miss Flaxie M. Pinkett 2A
(Pres. & Chairman of Board)
(Baker's Dozen Youth Center)
1302 New Jersey Avenue, N.W.
Washington 1, D. C.

Mr. Irving Ferman 5
Executive Vice-Chairman
Pres. Committee on Govt. Contracts
HOME: 3818 Huntington St.
Washington 15, D.C.

Mrs. Jane Leeds 2
Florida Council for Human Relations
213 N.E. Second Avenue
Miami, Florida

Miss Elizabeth J. Kuck X
Gen. Supervisor
Special Personnel Services
International Harvester Co.
180 North Michigan Avenue
Chicago 1, Illinois

Jean Fairfax 4
So. Community Relas. Program
American Friends Service Committee
20 South 12th Street
Philadelphia 7, Pa.

Dr. Paul Cooke, Director 2
Group Relations Workshop
Howard University
HOME: 1203 Girard St., N.W.
Washington 9, D. C.

Bruce A. Miller, Esquire X
1179 National Bank Building
Detroit 26, Michigan

Mr. William F. Boyd 2A
Exec. Board Member - NAACP
BUS: 2165 E. 89th St.
Cleveland 6, Ohio

Mr. Samuel B. Danley 5
Employment Service Advisor
U.S. Department of Labor
HOME: 1610 Brentwood Road, N.E.
Washington 18, D.C.

Dr. Roger H. Sharpe 2A
135 West 10th Street
Erie, Pennsylvania
(Erie Community Relas. Comm)

Tillie Walker 4
Amer. Indian Program
Amer. Friends Serv. Committee
20 South 12th Street
Philadelphia 7, Pa.

Mr. William Cousins 1
Commission on Human Relations
16 South Broad Street
Philadelphia 2, Pa.

Mr. Philip G. Sadler 5
Director - Intergroup Relations
Housing and Home Finance Agency
Public Housing Administration
Washington 25, D. C.

Miss Evelyn Merson 1
Commission on Intergroup Relations
80 Lafayette Street
New York 13, New York

Dr. Wellington Beal 1
Commission on Intergroup Relations
80 Lafayette Street
New York 13, New York

Miss Irene C. Hypps X
Asst. Superintendent
D.C. Public Schools
1625 First Street, N.W.
Washington 1, D. C.

NEW NAIRO MEMBERS (cont'd)

Mrs. Salivia T. Sharpe X
Phila. Commission on Human Relations
HOME: 6510 Chew Avenue
Philadelphia 19, Pa.

Mr. Samuel Dash 1A
1328 Land Title Building
Philadelphia 10, Pa.
(Bd. Member - Phila. Commission on Human Relations)

Mr. James Emuel Williams 1
Phila. Commission on Human Relations
HOME: 1220 N. Broad St.
Philadelphia 21, Pa.

Dr. Rose C. Thomas 2
Assoc. Professor of Social Work Education
Howard University
HOME: 1704 Allison St., N.W.
Washington, D.C.

Attorney Cora M. Brown 5
Special Associate General Counsel
Post Office Department
HOME: 1704 Allison St., N.W.
Washington, D. C.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

MEMO TO: The Members of NAIRO

FROM: Marshall Bragdon for the Resolutions Committee

DATE: September 23, 1959

Enclosed is a trial draft for the Statement of Concern to be discussed, revised and adopted at the San Juan conference. I welcome your frank and full suggestions for improvements in the draft. Where possible you are urged to send written drafts; just as you would say it in my place. Your general comments and critiques of its style, balance, gaps, etc., etc., are equally solicited. I anticipate that on certain important areas of our work, there will be considerable revision or addition proposed. Fine!

Mail will reach me at 105 City Hall, Cincinnati, Ohio, up to Friday, October 9. Beginning Sunday, October 11, I shall be at the San Juan Intercontinental Hotel, to confer with NAIRO people before the revised draft is presented to the conference Tuesday, October 13.

Please let me hear from you.

A STATEMENT OF CONCERN

What all men share in dignity, all men will strengthen and defend.

One year ago in its Pittsburgh Conference, the NAIRO membership adopted a Statement on Civil Rights elaborating that principle in a review of the state of equal rights efforts in education, housing, voting, and public accommodations, and challenging American leadership -- federal to local, official and civic -- to specific tasks which the times required.

That Statement remains as relevant as it is, in large part, still unimplemented. Reiterating its urgency, we supplement it now with our observations regarding the "unity amid diversity" which must mark any sound advance of American society.

Meeting in the period of the Eisenhower-Khrushchev visits and conferences, we join all humankind in the deep desire that they may begin to find a way out of the nuclear nightmare; so that men may yet have time to work out the "ordinary" -- but difficult enough -- problems of living together in cities, countries and continents.

In conference at San Juan, we are impressed by the Puerto Rican people's "Operation Bootstrap," their avoidance of nationalistic excesses, and their officials' teamwork with mainland cities in dealing with the pangs of free migration. We reassure them that most of our ancestors coming ashore since 1607 were regarded at first as problems," but as assets later.

We rejoice to see in Congress its first members of Chinese and Japanese ancestry, from Hawaii, which can tutor us in ethnic give-and-take. We hope to see Alaska's statehood marked in time by a similar Eskimo voice in our national counsels. More than symbols, such events strengthen the American nation-family at home and abroad.

Looking at our expanding network of intergroup agencies, we remind ourselves, and all citizens who support them, that unity amid diversity must be practiced here most of all. Each of us must recognize and understand the "other" group problems which are not one's own immediate specialty. No "Balkanization" of awareness and sympathy should divide concerned Americans.

Therefore our concerns reach many sorts of people: to the Puerto Ricans making new lives in our cities; to other Spanish-speaking newcomers; folk from the Appalachians and Ozarks, hunger-driven to cities which need but can't understand them; American Indians whose relocation deserves reexamination; refugees from Europe; and other immigrants, too, who often are indoctrinated in group prejudices on arrival.

Naturally our concern is directed as always to the most numerous victims of racial and religious prejudice and discrimination. But we do not forget the many less obvious casualities: the "unprejudiced discriminator" upon whom social pressures force acquiescence in practices of inequality; the majority member whose potential for acceptance of diverse people is killed by his segregated environment; the minority member, embittered by equivalent ghetto, deficiences of acquaintance, plus the real discriminations he faces. We cannot forget the innumerable decent, kindly families caught in neighborhood-change ordeals, who were capable of acceptance, not anxiety and bitterness, if the dreadful ritual could be changed.

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Equally we feel for the incoming families whose struggle to better themselves in the American manner has triggered hostility, not praise.

Coming from many parts of the nation's life, many of us report that, in some respects, the temper of intergroup relations has deteriorated. There are obvious factors: the Southern situation and its complex northward ricochet; urban changes and the growing rub of unmet minority housing needs; and even the costs of progress — the minority-majority adjustment to new status relationships. Economic, political, social and psychological factors are all involved.

We are not surprised to see, for example, a sharper aggressiveness in the Negro community, and harder attitudes among many white citizens. While little or no communication is the southern norm, impediments to intergroup confidence and contacts show themselves in other regions.

To intergroup workers and community leaders, this trend is a challenge to redouble patient, honest consultation between group spokesmen, and then to maintain continuing communication. (In certain respects the same remedy is currently needed in interreligious situatinns.) Literally we must devise resourceful new negotiations involving more voices on both sides.

Relevant here is what some call the "race and crime problem." The facts are serious enough. Many of us have been stating them for years in relation to needed job opportunities, decent housing, and more education and motivation of minorities. But now when such interpretation is most needed, along with appropriate action, we see too many elements of the nation's news media failing professionally in interpreting what the raw facts mean. We honor those men, services and publications which present a balanced, perceptive account. We grant the difficulties of reporting events that can trigger emotions.

But the harsh fact is that in 1958-'59 there has been a marked increase of race-labelling in crime news, and in related "community problems" reporting, including juvenile delinquency stories. This practice is a threat to national unity whenever it inflames without informing, and shallowly describes serious problems without meeting our people's need to understand their causes. (The excellent but occasional interpretations to be found in every media merely emphasize what should be the standard of reporting.)

Much can be done about this trend, by citizens and professionals in many communities. Even when news networks are involved, local attitudes are affected, for which press, radio and TV executives and reporters must admit some responsibility. Conferences should be sought involving intergroup workers, minority spokesmen and community leaders to discuss "our common problem" with newsmen. Many of the latter will welcome and utilize a discussion, but bristle at "pressure." Many suck local consultations can also buttress efforts of our national agencies to confer with networks and wire services.

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Police-citizen frictions have marred the year in a number of cities. We could not adequately analyze the varied situations here, but two remedies can be stressed: (1) Human relations training has been tried and tested by many police departments, aided by intergroup agencies in institutes and consultations, so that any city's police can tap into what is working elsewhere. (2) Equally important is the necessity of maintaining "conference" relations involving police, minority, civic and agency leaders, and at times the daily and minority press. Together these approaches can build teamwork, ventilate grievances and ease stereotypical hostility. Each of our cities should check its assets for such communication.

There is no new way to say that racial restriction upon the housing supply continues as the toughest intergroup problem -- in its effects upon the minds and lives of millions of people, white and colored. Swift panic changes in old neighborhoods and a Caucasian cordon of suburbs inexorably continue to mal-educate American youth and adults in unhealthy separatism.

Compared to this on-going un-fitting of people for emotional balance and civic teamwork, the year's events contain no large immediate antidote. Most significant was the passage of the first state antidiscrimination laws affecting private housing, in Connecticut, Massachusetts, Colorado and Oregon. Add to this Pittsburgh's local ordinance, following New York City's lead in 1958. Thus a beginning is made. FEP's 14 years experience may speed its tooling-up. It will need every facility available against the housing industry's "private government" and its long conditioning of American mores and status anxieties.

Other points of hope include HHFA's abandonment of racial quotas in relocation housing; the U.S. Civil Rights Commission's study of housing and its call upon the President to state a firm direction of federal policy; a few additions to integrated housing developments; more active concern in religious bodies about segregation's costs, and aid to local pledge campaigns for open neighborhoods.

Interreligious relations in terms of the 1960 presidential election have begun and will continue to spotlight this area of our responsibility, in a manner not conducive to unemotional analysis and a search for equitable ways of living with differences. Greater responsibility will thus rest upon religious leaders and intergroup programs to meet extra strains. Similar sympathetic, reasonable efforts to resolve religion-in-education problems must surely continue. We remind ourselves and all citizens that as we from different faiths work together on other than religious group problems, we fit ourselves indirectly for interfaith adjustments, too.

Inter-nationalities problems and programs, we suggest, deserve more attention than they usually get in intergroup discussions. Immigrants are still coming into our cities. Even in those where nationalities services operate, there may be need for extra intergroup skill in interpreting to them the other minorities and the variety of ethnic attitudes they will encounter.

In a sense there are no important or unimportant minorities. There are just people in their rich variety, their needs, their anxieties -- and at bottom, their capacity for finding themselves and contributing themselves in a land of unity amid diversity.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

1959 NAIRO CONFERENCE PROGRAM

San Juan Intercontinental Hotel
San Juan, Puerto Rico
October 13-16, 1959

TUESDAY, October 13, 1959

9:30 a.m. OPENING SESSION: Welcome - THE HON. FELISA RINCON DE GAUTIER, Mayor of San Juan; Presidential Addresses - MARGARET GARRITY, President's Committee on Government Contracts; FREDERICK B. ROUTH, Michigan F E P C; Resolutions Committee Report - MARSHALL BRAGDON, Mayor's Friendly Relations Committee, Cincinnati; Results of NAIRO Elections - RICHARD V. MARKS, Commission on Community Relations, Detroit.

12 noon LUNCHEON MEETING: Presiding - THE HON. ERNESTO RAMOS ANTONINI, Speaker of the House of Representatives, Commonwealth of Puerto Rico; Speech, "The Decade Ahead," THE HON. LUIS MUNOZ MARIN, Governor of the Commonwealth of Puerto Rico; Comments - ARNOLD ARONSON, National Community Relations Advisory Council.

2:30 p.m. CONCURRENT COMMISSION MEETINGS:

Civil Rights - "Washington, D.C.: A Model for the Future?" - STERLING TUCKER, Washington Urban League; DAVID SAWYER, D.C. Commissioners' Council on Human Relations; DR. PAUL COOKE, Teachers College, D.C.; JULIUS HOBSON, Washington NAACP; BOOKER T. MC GRAW, Housing & Home Finance Agency.

Education - DR. ANNABEL CAREY PRESCOTT, Chicago Public Schools; OSCAR COHEN, National Anti-Defamation League.

Housing and Family Life - "The Role of the Housing Industry" - ROLAND M. SAWYER, United Steelworkers of America; JAMES SCHEUER, Private Redeveloper; GEORGE SNOWDEN, Housing and Home Finance Agency; JOHN A. MC DERMOTT, Federal Housing Administration; FRANCES LEVENSON, National Committee Against Discrimination in Housing; MORRIS MILGRAM, Modern Community Developers, Inc.

Interreligious Relations - VIRGIL L. BORDER, St. Louis NCCJ; MARGARET GARRITY, President's Committee on Government Contracts, Chicago; THE REV. DAISUKE KITAGAWA, World Council of Churches, Geneva, Switzerland.

Manpower Utilization - CHESTER J. GRAY, Ohio Bureau of Unemployment Compensation; GEORGE O. BUTLER, President's Committee on Government Contracts; DR. MAX WOLFF, Migration Division, Commonwealth of Puerto Rico; others to be announced.

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Nature, Scope & Theory - FREDERICK B. ROUTH, Michigan F E P C

Research Services - "Research Predictions of the Decade Ahead" - GEORGE GRIER, New York SCAD; JOHN HOPE, II, Race Relations Department, Fisk University (Employment); ROBERT C. WEAVER, The Ford Foundation (Housing).

4:30 p.m. CONCURRENT DEPARTMENT MEETINGS:

Local and State Private Services - DR. DEAN GEORGE EPLEY, University of Miami Human Relations Center; MRS. THEO SHEA, St. Louis University Human Relations Center.

Local Public Services - "The Changing Role of Municipal Agencies" - HOWARD MC KINNEY, Erie Community Relations Commission; MARSHALL BRAGDON, Mayor's Friendly Relations Committee, Cincinnati; LOUIS ERVIN, Minneapolis FEPC; FRANK W. FAGER, Toledo Board of Community Relations.

State Public Services - "Should a State FEPC Administer Other Civil Rights Laws?" - EDWARD RUTLEDGE, New York SCAD; JOHN BINKLEY, Colorado Anti-Discrimination Commission; THERON JOHNSON, New York State Education Department; FREDERICK POLLARD, JR., Chicago Commission on Human Relations; CLIFFORD RUCKER, Governor's Human Rights Commission, Minnesota.

National Private Services - "Federal Legislation, State Anti-Discrimination Laws, and Southern Laws to Halt Desegregation in the Decade Ahead" - JOSEPH ROBISON, American Jewish Congress; ARNOLD ARONSON, NCRAC; SOL RABKIN, ADL of B'nai B'rith; JOHN A. MORSELL, NAACP; JOHN G. FEILD, Office of U.S. Senator Philip Hart; ALAN REITMAN, American Civil Liberties Union; GALEN A. MARTIN, Unitarian Service Committee.

Federal Services - "Recommendations of the U.S. Civil Rights Commission" - DR. GEORGE M. JOHNSON, U.S. Commission on Civil Rights; HERMAN EDELSBERG, ADL, Washington, D.C.; CHARLES SLAYMAN, U.S. Senate Subcommittee on Constitutional Rights.

8:00 p.m. RECEPTION AND BUFFET SUPPER (City Hall, San Juan): - Delegates and their spouses will be guests of the Hon. FELISA RINCON De GAUTIER, Mayor of San Juan.

WEDNESDAY, October 14, 1959

9:30 a.m. NAIRO BUSINESS MEETING: Executive Secretary's Report - JOHN V.P. LASSOE, JR.; NAIRO By-Laws Amendments - THE REV. BENJAMIN SISSEL, United Presbyterian Church Dept. of Social Education and Action; Resources and Planning Committee Report - GEORGE CULBERSON, Pittsburgh Commission on Human Relations; Professional Standards Committee Report - GEORGE SCHERMER, Philadelphia Commission on Human Relations; Membership Committee Report - MRS. FRANCES COUSENS, Michigan FEPC.

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12:00 noon LUNCHEON MEETING: Presiding - THE RT. REV. MSGR. IVAN ILLICH, Catholic University of Puerto Rico; Speech, "Discrimination: A World-Wide Problem," THE HON. GEORGE LODGE, Assistant Secretary of Labor for International Affairs; Comments - THE REV. DAISUKE KITAGAWA, World Council of Churches, Geneva, Switzerland.

2:30 p.m. SIX CONCURRENT CLINICS:

(1) "How Can We Establish and Maintain Integrated Communities Without Adopting a Quota Plan" - JOHN A. MC DERMOTT, FHA; MORRIS MILGRAM, Modern Community Developers; WILLIAM R. VALENTINE, New York SCAD; RICHARD TAYLOR, American Friends Service Committee, Philadelphia.

(2) "How Do We Define the Respective Roles and Responsibilities of Public and Private Agencies in Intergroup Relations" - JOHN Y. YOSHINO, President's Committee on Government Contracts; DR. ROBERT B. JOHNSON, Research Department, NCCJ.

(3) "How Can Our Present International Exchange Programs Be Improved or Better Utilized, and How Can NAIRO Be Related More Adequately to Them" - WILLIAM GREMLEY, Kansas City Commission on Human Relations; LEWIS CARNAHAN, American Council on Education; JOHN N. HAYES, International Educational Exchange Service, U.S. State Dept.

(4) "How Can We Structure School and Community Education Programs So That the Divisiveness Inherent in Various Scholarship Programs May Be Reduced and Eventually Eliminated" - JOHN B. SULLIVAN, New York SCAD; DR. DAN DODSON, N.Y.U. Human Relations Center; CHARLES F. JONES, John Hay Whitney Foundation; SAAL LESSER, Encampment for Citizenship; DR. ANNABEL CAREY PRESCOTT, Committee on Human Relations, Chicago Public Schools.

(5) "How Can Intergroup Relations Agencies Differentiate Methods and Techniques Appropriate to Urban and Suburban Situations Respectively" - ELMER PAUL BROCK, NCCJ, Wilmington, Delaware; EDWARD I. RUTLEDGE, New York SCAD.

(6) "Operation Bootstrap: A Look at Economic, Political, and Socio-Cultural Developments in Puerto Rico" - MRS. DOLORES DE LA CARO, Bureau of Mental Health, Commonwealth of Puerto Rico; others to be announced.

4:30 p.m. CONCURRENT COMMISSION MEETINGS

Civil Rights - "Dynamics of Social Change: Case Study of the Nation's Capital" - WILLIAM KOREY, D.C.-Maryland Regional ADL; DR. JOHN T. BLUE, Virginia State College, Norfolk; ROSS CLINCHY, President's Committee on Government Employment Policy; JOSEPH DOUGLASS, Office of the Secretary of Health, Education & Welfare; DR. IRENE HYPPS, Ass't. Superintendent of Schools, Washington, D.C.; GEORGE NESBITT, Urban Renewal Administration.

Education - (Topic to be announced) - DR. HERMAN LONG, Race

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Relations Department, A.M.A., Fisk University, Nashville; DR. THERON JOHNSON, Division of Intercultural Relations in Education, N.Y. State Dept. of Education.

Housing and Family Life - "Minority Group Lag in Housing Integration" - MADISON S. JONES, NYC Housing Authority; JOSEPH MONSERRAT, Migration Division, Commonwealth of Puerto Rico Labor Dept.; EDWARD RUTLEDGE, New York SCAD; K.C. JONES, JR., Cleveland Community Relations Board; MORRIS MILGRAM, Modern Community Developers, Princeton, N.J.; ROLAND SAWYER, Committee on Civil Rights, United Steelworkers of America.

Interreligious Relations - "Religion and the Public Schools" - VIRGIL L. BORDER, St. Louis NCCJ; DR. S. ANDHIL FINEBERG, American Jewish Committee; DR. HANS SPIEGEL, Community Tensions Center, Springfield, Massachusetts.

Manpower Utilization - "Intergroup Relations Agencies' Influence on Manpower Utilization and Training Policy Decisions" - CHESTER GRAY, Ohio Bureau of Unemployment Compensation; THEODORE E. BROWN, Committee on Civil Rights, AFL-CIO; ELIZABETH J. KUCK, International Harvester Company, Chicago; DR. JACOB SEIDENBERG, President's Committee on Government Contracts.

Nature, Scope and Theory - "The Professional's Commitment to Democracy: the Interrelationships of Political, Economic and Social Democracy; the Balance of Individual Liberty and Community Responsibility" - FREDERICK B. ROUTH, Michigan FEPC.

Research Services - "The Role of Research in Solving Intergroup Relations Problems" - GEORGE GRIER, N.Y. SCAD; OSCAR COHEN, National ADL; MRS. FRANCES COUSENS, Michigan FEPC; DR. JOHN HOPE, II, Race Relations Dept., A.M.A., Fisk University, Nashville; DR. ROBERT B. JOHNSON, National NCCJ; DR. HENRY C. STETLER, Connecticut Commission on Civil Rights.

6:30 p.m. FREE PERIOD FOR DINNER

8:30 p.m. SPLASH PARTY * Hotel Swimming Pool (Optional)

THURSDAY, October 15, 1959

9:30 a.m. GENERAL SESSION - "The Role of the Agency in Conflict Situations: Its Responsibility, Its Opportunity" - DR. ROBERT B. JOHNSON, National NCCJ; DR. DAN DODSON, Director, N.Y.U. Human Relations Center; ARNOLD FORSTER, Director, Civil Rights, National ADL; GEORGE SCHERMER, Executive Director, Philadelphia Commission on Human Relations.

12:00 noon FREE PERIOD FOR LUNCHEON

2:30 p.m. CONCURRENT DEPARTMENT MEETINGS

Local and State Private Services - "Professional Roles and

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Intergroup Relationships in the Decade Ahead" - ARTHUR JOHNSON, NAACP, Detroit; SIDNEY LAWRENCE, Jewish Community Relations Bureau, Kansas City; MRS. JESSAMINE C. MERRILL, Trenton Council on Human Relations.

Local Public Services - RICHARD V. MARKS, Detroit Commission on Community Relations. "Relationships Between Professionals and Mayors, City Managers and Other Department Heads" - FRANK W. BALDAU, Ohio Civil Rights Commission; "Our Public Relations Program and Our Community Relations Program: What Is The Difference?" - GEORGE W. CULBERSON, Pittsburgh Commission on Human Relations.

State Public Services - "The Relationship Between an FEPC and Other Public and Private Agencies and Services" - ROBERTA CHURCH, U.S. Department of Labor; CHESTER J. GRAY, Ohio Bureau of Unemployment Compensation; JOHN MILLIGAN, N.J. Division Against Discrimination; BARBARA MOFFETT, AFSC Community Relations Program.

National Private Services - "The Changing Role of the National Agencies in the Years Ahead" - LEONARD ARIES, NCCJ, Washington, D.C.; REGINALD A. JOHNSON, National Urban League; EMANUEL MURAVCHIK, Jewish Labor Committee; BORIS SHISHKIN, AFL-CIO Department of Civil Rights; THE REV. H. BENJAMIN SISSEL, United Presbyterian Church Dept. of Social Education and Action; MRS. MATILDE PEREZ DE SILVA, Migration Division, Commonwealth of Puerto Rico Labor Department.

Federal Services - "Role of the Intergroup Relations Profession in the Federal Government: Present and Future" - DR. BOOKER T. MC GRAW, Housing and Home Finance Agency; JOSEPH CLARKE, Office of the U.S. Assistant Postmaster General; ROSS CLINCHY, President's Committee on Government Employment Policy; JAMES EVANS, Office of the U.S. Secretary of Defense; JOHN G. FEILD, Office of U.S. Senator Philip Hart; IRVING FERMAN, President's Committee on Government Contracts.

4:30 p.m. SIX CONCURRENT CLINICS

(1) "What Conflict and Overlapping Can We Expect in Jurisdiction and Programming of State Public and Local Public Intergroup Relations Agencies" - MRS. VIRGINIA COFFEY, Mayor's Friendly Relations Committee, Cincinnati; FRANK W. BALDAU, Ohio Civil Rights Commission; DR. THERON JOHNSON, Division of Intercultural Relations in Education, N.Y. State Education Dept.; ELLIOTT M. SHIRK, Pennsylvania FEPC; CLIFFORD C. RUCKER, Governor's Human Rights Commission, Minnesota.

(2) "How Can Private Intergroup Relations Agencies Attract More Foundation Funds" - DR. FRANK S. LOESCHER, U.S.-South Africa Leader Exchange Program; LLOYD DAVIS, Catholic Interracial Council; ADAM YARNOLINSKY, Washington, D.C.

(3) "How Can Public and Private Agencies Work to Offset Increased Religious Conflict Stemming from Recent Supreme Court Decisions and the Approaching Presidential Campaign" - JOHN G.

./.

FEILD, Office of U.S. Senator Philip Hart; FRANCIS J. COOMES, Catholic Charities of Michigan; DR. S. ANDHIL FINEBERG, American Jewish Committee; DON SLAIMAN, Department of Civil Rights, AFL-CIO.

(4) "How Can de facto Segregation in Public Schools be Eliminated" - EDWIN C. BERRY, Chicago Urban League; ISRAEL A. LASTER, New York City Chapter, American Jewish Committee; LOUIS R. BALLEN, Philadelphia Public Schools; MRS. SYLVIA KUSIEL, N.Y. SCAD.

(5) "What Are the Effects of Prejudice on the Adjustment of the Puerto Rican In-migrant on the Mainland" - MARGARET MADDEN, Chicago Commission on Human Relations; THE REV. JOSEPH FITZPATRICK, S.J., Fordham University, New York City; RICARDO MEANA, Human Relations Commission, Grand Rapids, Michigan.

(6) "How Do We Organize Regional and Local Activities for NAIRO Groups" - MARGARET GARRITY, President's Committee on Government Contracts; MARSHALL BRAGDON, Mayor's Friendly Relations Committee, Cincinnati; A. ABBOTT ROSEN, Midwest Regional Office, ADL.

EVENING — RECEPTION (for delegates and their Spouses). Hour and place to be announced.

FRIDAY, October 16, 1959

9:30 a.m. — NAIRO BUSINESS MEETING: Report, Special Interdepartmental Committee - DAVID DANZIG, American Jewish Committee; Treasurer's Report - BURTON I. GORDIN, Philadelphia Commission on Human Relations; Report of Finance Committee - BURTON I. GORDIN; Discussion and Adoption of NAIRO Statement of Concern - SAMUEL SPIEGLER, National Community Relations Advisory Council, presiding.

12:00 Noon — LUNCHEON MEETING: Presiding, DR. JOHN SLAWSON, Executive Vice-President, American Jewish Committee; "Intergroup Relations, The Allied Disciplines and Related Fields of Professional Activities" - JOHN G. FEILD, Legislative Assistant to U.S. Senator Philip Hart, and Past President of NAIRO; DR. JOHN G. KIDNEIGH, Director, University of Minnesota School of Social Work, and President of National Association of Social Workers; DR. GOODWIN WATSON, Professor of Education, Teachers' College, Columbia University.

2:30 p.m. — ADJOURNMENT.

The NAIRO Board of Directors will meet on Friday evening, October 16, and Saturday morning and early afternoon, October 17. All NAIRO Board meetings are open to the membership.

fib

November 9, 1959 Number 1

From: Lloyd Davis, Vice President responsible for Departments

To : Virgil L. Border
Ross Clinchy
Howard W. McKinney
Virginia Huebner
Saul D. Lesser

IN APPRECIATION

Please know how deeply grateful and very honored I am for having been given the opportunity to work with you for the coming year. As a former Department Chairman, I acquired a great respect for the importance of this phase of NAIRO's program. You may recall that in the very first issue of SHOP TALK, our Department newsletter, I stated:

> "The basic objective of the Department is to facilitate the exchange of information that will help local private agency people to do their jobs better and more cooperatively. Anything that furthers that exchange is a legitimate activity of the Department."

I would like to add to the above statement this thought.

NAIRO is blessed with an abundance of talent among its ever increasing membership. NAIRO thrives on the competent use of its older and more experienced members but, at the same time and equally important, it encourages and moves forward those new members to the field, who show signs of advancing in professional growth. This is a good thing.

Often, however, out there among the rank and file are members with talent and ability, but who go unnoticed and undiscovered. An active departmental program can help us to pinpoint these workers. It can enable us to encourage them and bring them along. It can help us to provide them with a means of expression - a channel through which they can convey their ideas and thoughts to those who must make ultimate policy decisions. This, among other reasons, is why I feel the departmental activity in NAIRO is immensely important and vital to the maintenance of a stable organization and the successful growth of a thriving one.

The responsibility which is yours and the work it entails can be tremendously challenging and endlessly rewarding. I know that, with the coming year, NAIRO's Departments, through activity which is creative and imaginative, will grow by leaps and bounds, and that behind this up-surge of new growth, expanded membership and increased program, will be the diligent and dedicated work of Department Chairmen: Virgil Border - Howard McKinney - Virginia Huebner - Saul Lesser and Ross Clinchy.

MEMBERSHIP

Information which I presently have on hand and which is likely already dated, indicates the following membership breakdown among the various departments:

Local Public Services		
	Professionals	78
	Board Members, others	36
	Total:	114
Local and State Private Services		
	Professionals	156
	Board Members, others	43
	Total:	199
State Public Services		
	Professionals	54
	Board Members, others	7
	Total:	61
National Private Services		
	Professionals	94
	Board Members, others	4
	Total:	98
Federal Services		
	Professionals	20
	Total:	20
Associate Members and Unaffiliated		
	Professionals	48
	Total:	48
	GRAND TOTAL:	540

We certainly want to increase the membership of our various departments but at the same time we want to hold on to those we have. One device for maintaining interest in NAIRO is the publication of a newsletter. I would hope that this year we can have five SHOP TALKS in circulation. If not a SHOP TALK at least some means of promoting the exchange of ideas and information among our membership. San Juan was just the beginning for NAIRO's consideration of the Decade Ahead. It would be a healthy thing to keep this "BIG THINK" going among the rank and file, and a proven way of doing so is through the publication and circulation of a newsletter.

You might want to give some thought to this. NAIRO now has something like 48 Associate Members and Unaffiliated Professionals. Since these members are not in a Department, how can we maintain their interest and better utilize their skills and talents?

CONTINUITY

An increasing number of NAIRO members are of the opinion that one year Department and Commission appointments are far too inadequate and that such appointments should be for two years. Since we are still striving to secure a greater degree of continuity in our work, I would especially request new Department Chairmen to contact their predecessors just as soon as possible and secure files and records, ideas and suggestions with respect to what has gone on in the past.

SHARING

Just as it is important to encourage and stimulate the exchange of information and ideas among members of our various departments, so it is essential between departments. I sincerely hope that we can accomplish this objective with some degree of success.

Speaking of sharing - I have enclosed a copy of an address, "Some Do's and Don'ts in working with Foundations", delivered by Adam Yarmolinsky in San Juan. I have also enclosed a copy of a letter which I received from Richard Taylor, who chaired the Clinic, "How can we establish and maintain integrated communities without adopting a Quota Plan?".

CONCLUSION

Taking the first step is often the most difficult. Now that I have made that initial contact with each of you, I do hope that you will give some serious thought to the matter of building our departments, servicing the membership of those departments and, all in all, helping NAIRO to become the kind of professional instrument which it can.

Remember, if you have an idea - please share it with the rest of us and JUST AS SOON AS POSSIBLE.

THANKS!

DEPARTMENT CHAIRMEN

Local and State Private Services

Virgil L. Border
Executive Director
National Conference of
Christians and Jews
1615 Chemical Building
St.Louis, Missouri

Local Public Services

Howard W. McKinney
Executive Director
Community Relations Commission
606 Commerce Building
Erie, Pennsylvania

State Public Services

Miss Virginia Huebner
Executive Director
Wisconsin Industrial Commission
749 North Jefferson Avenue
Milwaukee, Wisconsin

National Private Services

Saul D. Lesser
Executive Director
Encampment for Citizenship
2 West 64th Street
New York 23, New York

Federal Services

Ross Clinchy
Executive Director
President's Committee on Government
Employment Policy
308 Main Civil Service Building
Washington 25, D.C.

LETTER FROM RICHARD TAYLOR

American Friends Service Committee
20 South 12th Street
Philadelphia 7, Pennsylvania

I don't know that anything very new or significant came out of the Clinic at which I presided on "How We Can Establish and Maintain Integrated Communities Without Adopting a Quota Plan?". I thought I might just tell you the major points given by the different panelists and one rather interesting idea that came out of the discussion which followed.

Morris Milgram led off by saying that he doesn't feel that integrated communities can be established and maintained without using a quota system. He suggested the idea of "controlled occupancy" as against the word "quotas", stressing that the former presents the true picture of including all Negroes in the housing market. He also mentioned the stabilization funds, which are being developed in Bolton Hills and in Palo Alto, as methods of maintaining integration. In these, properties are bought to keep an area integrated.

Casey Jones was second with his "quarter-million dollar dream". This involves the establishment of a foundation which will buy a house in four to six different areas of a city and then resell them to minority group people with the hope that they would move in within a week of one another. He went into some detail describing how the purchases could be related to community relations efforts, to the handling of tensions, etc.

Bill Valentine's opinion was that legislation is the best way forward in this area. He also mentioned the possibility of intergroup relations people getting agreements among housing industry people so that a person who does go forward in an integrated project won't be left out on a limb.

John McDermott agreed with Valentine in stressing the importance of legislation and he also mentioned, though without necessarily approving of them, other ideas such as (1) manipulation of the economic level of developments (2) careful site selection (3) a buyer self-restraint education program.

The idea which came out in discussion and which might have some implications for future NAIRO work was that a special Institute for interested NAIRO members might be run to better equip them for the particular task of working with the housing industry and in the whole area of housing. This would be a NAIRO Conference focusing just on the problem of housing.

-end-

SOME DO'S AND DON'T'S IN WORKING WITH FOUNDATIONS

Remarks by Adam Yarmolinsky at
NAIRO Conference
San Juan, Puerto Rico
October 13 to 16

Dwight MacDonald described one of the major foundations in the United States as "a large body of money entirely surrounded by people who want some". That's the way a foundation must look to the casual observer. But foundations are made up of people as well as investment portfolios. What distinguishes foundation giving from individual giving is that foundation officers and directors devote a good deal of their time to considering where the foundation's money should go, according to some kind of overall plan.

The individual giver seldom has the time or the inclincation to plan his giving, and in any event he must take what is offered when he responds to a national fund drive. He cannot discuss with the American Red Cross the various program alternatives that it is considering for the coming year, and then decide which ones he will support.

Foundations attach particular importance to their planning functions, because the total of foundation resources is so small, as compared to the total amount of individual giving. Even the behemoths of organized philanthropy are not big enough to bring the foundation's share of charitable giving much over three per cent. This is why foundations are always looking for projects that will bear out the Biblical injunction to be fruitful and multiply.

Before I go any further, let me make one essential distinction. Foundations are competent to manage their own affairs. They do not consider themselves competent or entitled to manage the affairs of their grantees. Nor do they have any interest in the applicant who proposes to adapt his plans to those of the foundation. They believe, and rightly so, that any organization (or individual) whose purposes are do weak that he will shift them in exchange for financial support, is not strong enought to do the job he proposes to do. This is not to say that an organization may have more projects then it can possibly finance, and may make its choice subject to the availability of outside financing. But all of these must be of its own devising, to serve its own purposes, rather than to attract foundation funds.

There are a few operating foundations, which employ their funds to conduct research and educational programs of their own devising, employing full-time staff or consultants for this purpose. Most foundations, however, have nothing to offer but money. This is why they must rely on you to bring to them specific proposals for work in the areas they have previously selected, and this is why they expect you to assemble the people and the ideas necessary to get the work done.

Foundations have found their way into the civil rights field by what some of us regard as the back door. The charter of the foundations' existence is the provisions of the Internal Revenue Code exempting them from taxation so long as they engage in "educational, charitable, and scientific" activities. Working for equality of opportunity seems to me as much an act of charity as clothing the poor and feeding the hungry. But rather than challenge directly those who main tain the

opposite opinion, the foundations have chosen to bring this work under the rubric of education. Educational programs in intergroup relations are not limited to courses in classrooms or research in universities. The work that all of you do in educating people in your communities about the problems with which you are concerned is undoubtedly educational work within the meaning of the Internal Revenue Code.

The one activity in which foundations are expressly forbidden to assist you, under the statute, is "propaganda to influence legislation", and you would be well advised to bear in mind that mere mention of legislative activities tends to make foundation officers blanch and freeze - and with good cause. Again, this is not to say that foundations will object to your engaging in legislative activities, so long as they are quite distinct and separate from your educational work. What they will not and cannot do is to help you in your efforts to influence legislation. A question I shall not attempt to deal with this afternoon is how far a research project can concern itself with legislative matters, before it transgresses on the forbidden area. Let me only suggest that the simplest test is one of good faith: are you really trying to marshal the arguments on both sides of a legislative issue, or have you already made up your mind?

Assume then that you have developed an educational project, or a number of projects in inter-group relations, for which you are seeking financial support. You have put your ideas into concise, comprehensible form, with a realistic estimate of the difficulties. You have looked over the foundation field, and identified those with programs or interests to which your projects might be relevant. There are foundation directories, and there are professional advisers who will help you in your canvass, but I would suggest that the simplest and most effective method here is to ask around among your friends who have done business with foundations.

At this point you must take your courage in both hands, pick out the most likely prospect, and send in your proposal. You may want to ask for an interview as well, and if the foundation is at all interested, you will get one. But don't ask for the interview first; the person you see will want to examine your proposal in writing before he talks with you.

In your written application and in your interview, be business-like and direct. Remember, that the foundation needs you to accomplish its purposes. If it doesn't need you, your own pressing need for funds to meet your payroll is beside the point. Foundation officers are not hard-hearted men; quite the contrary. But they cannot afford to spend their limited funds on your problems, unless you are working on their problems. You must make them see the public need for what you propose to do. But this is not the same thing as your private needs, deserving though your organization may be.

Foundations very seldom make grants for general support. They feel, as I indicated earlier, that they must put their limited funds to uses where the multiplier effect will be greater. They do want to know, however, where your general support is coming from, so that they can be sure you will be able to backstop your proposed operation effectively. You should give them this information briefly but solidly documented.

Some Do's and Don't's in working with Foundations

Another assurance they will want is that your proposed project has a terminal point beyond which their financial support will no longer be needed. Ideally, it should not only become self-supporting, but it should attract other funds to support larger-scale operations based on its example. No one expects you to guarantee these results. But you must counter the reasonable fear that your proposal may become a continuing drain on foundation resources, limiting its essential freedom of action for the future.

One final word: I have said that the foundations need you, to do their work. It would be unreasonable to say that they are fully aware of that need. But a good deal of their lack of awareness is based on ignorance and misinformation about what you are doing. It is a genuine service to keep them informed about your activities, if they have any potential interest in the subject-matter of your concerns. This is not to say that foundation officers have time to waste on social calls and gossip. They are at least as busy as you are, and probably more bothered by importunate and irrelevant visitors. Nor do they appreciate roundabout approaches to a grant request. But if you will approach them, again in a business-like way, and again first in writing, with concise reports of your activities, and of developments in your field, tailored to their interests, you will soon find, I believe, that you have established a mutually profitable relationship, and one that can ripen into a relationship of mutual trust and confidence.

-end-

NAIRO

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ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

CIVIL RIGHTS IN THE NATION'S CAPITAL:

A REPORT ON A DECADE OF PROGRESS

Available now in pamphlet form, this report received nationwide publicity when first released in September, 1959. Typical of press comment is the Washington Post (page one) story quoted in the attached Congressional Record reprint.

Articles by District of Columbia race relations experts analyze in detail the marked changes in patterns of segregation since 1947-8, covering such areas of Washington life as: housing, public schools, craft unions, federal employment, public and private health and welfare agencies, community institutions, public accommodations, District of Columbia government employment, and private employment. Other articles give thoughtful attention to the dynamics and techniques of the social change that serves as "something of a model" in the field of race relations.

Since racial integration in the nation's Capital is of importance to every American, this progress report belongs in your library! And since this report proves that rigid segregation patterns can be changed, it deserves wide circulation among those in your community who doubt that it is possible!

* * * * * *

CIVIL RIGHTS IN THE NATION'S CAPITAL: A REPORT ON A DECADE OF PROGRESS is a publication of the National Association of Intergroup Relations Officials. Edited by Ben D. Segal, William Korey, and Charles N. Mason, Jr., the report was prepared by members of the NAIRO Commission on Civil Rights. It appeared originally as Volume I, No. 5, of the Journal of Intergroup Relations, in September 1959. The present unabridged pamphlet edition was published in November, 1959.

Single copy price: 75¢. Quantity rates: 100 - 200, 60¢ apiece 200 - 500, 55¢ apiece
over 500, 50¢ apiece

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Congressional Record

United States of America

PROCEEDINGS AND DEBATES OF THE 86th CONGRESS, FIRST SESSION

Vol. 105 WASHINGTON, TUESDAY, SEPTEMBER 15, 1959 No. 164

DESEGREGATION IN WASHINGTON, D.C.

Mr. HART. Madam President, I ask unanimous consent to have printed in the body of the RECORD an article entitled "Experts Praise Progress in Desegregation Here," written by Jean White, and published in the Washington Post of September 14, 1959. The article reflects the sort of constructive things which can be achieved by the complete involvement of sincere people in efforts to remedy such a situation.

There being no objection, the article was ordered to be printed in the RECORD, as follows:

EXPERTS PRAISE PROGRESS IN DESEGREGATION HERE

(By Jean White)

Washington has calmly and quietly undergone a major social revolution in the last decade, a group of race relations experts has concluded in a study released yesterday.

The experience here, they said, demonstrates that a community can make a peaceful transition from a segregated to a quasi-integrated city without violence or major disturbance.

The 133-page study, "Civil Rights in the Nation's Capital: A Report on a Decade of Progress" was released yesterday in New York City by the National Association of Intergroup Relations Officials. It is the work of 17 race relations experts here.

CHANGE SINCE 1948

Just a little over a decade ago, the report points out, a survey directed by Joseph D. Lohman found that Negroes were completely segregated in the Nation's Capital, and subject to a variety of discriminatory indignities. That was in 1948.

Negroes couldn't eat in downtown restaurants, get a room in a downtown hotel, or go to a downtown movie or play. They attended separate schools and churches and went to separate swimming pools and playgrounds.

Outside the Federal Government, they could obtain only laborer or service-type jobs. Strict segregation was the rule in the District Fire Department and many public and private welfare institutions.

Now, most of this has changed, the intergroup relations experts said in their decade-after report. But, they emphasized, pockets of stubborn discrimination and segregation still exist in Washington.

Using a three-point scale, the researchers summed up desegregation progress here in this way:

Good progress, from segregation to almost total desegregation, in schools, hotels, restaurants, theaters, public recreation facilities, public and private health institutions, and public social welfare agencies.

Fair progress in some areas of Federal employment, housing, urban renewal, churches, and private social welfare agencies.

Slower progress in local employment—both District government and private industry—professional organizations, and unions.

Singled out for particular attention in the report are the discriminatory practices of craft unions in the construction industry. Many of these unions the researchers emphasized, are blocking employment and apprenticeship opportunities for Negroes.

AREAS OF DISCRIMINATION

Many other areas of discrimination still remain despite the last decade of great social change here, the report notes.

Even though Negroes have broken into the white-collar ranks of Federal employment, most still are found in grade 5 or below. Few Negroes have climbed to executive ranks in the police and fire departments, the survey reports. Because of residential segregation patterns, many Negroes still live in one-race areas and their youngsters attend schools with enrollments substantially Negro.

The decade's great transformation in human relations here was accomplished with only three minor, quickly ended incidents, the race experts reported.

These came in 1950, when the Interior Department integrated its swimming pools; in 1953, when the District Recreation Department integrated a pool and playground, and in 1954, when some 2,500 senior and junior high youngsters stayed out of school for a few days at the beginning of public school desegregation.

Credit for the good record of orderly change here, the report says, should go to the leadership of the Federal Government in executive policy and judicial decisions, the social-action role of voluntary groups, and the firm action of some authorities, notably the Board of Education.

FORMULA FOR SUCCESS

"Washington experience," the survey emphasizes "furnished additional evidence in the support of the contention that morally right, authoritative decisions on desegregation, announced by high-level leadership and carried out without equivocation, ambiguity or delay, will be accepted by the community without disturbance or violence."

Law, the experts also noted, performs a valuable function as "a framework for social change" and makes the question of segregation one of "equity and individual rights" rather than of local custom.

In releasing the study yesterday, John V. P. Lassoe, Jr., executive secretary of the National Association of Intergroup Relations Officials, said the Washington experience can serve as "something of a model" for social change in the field of race relations.

"The eyes of the world," he added, "are always on our Nation's Capital, and it is good that they will see there the kind of progress that we believe can take place in every American city that still lives with patterns of segregation."

REPORTING PERSONNEL

The report was edited by Ben D. Segal, education director of the International Union of Electrical, Radio, and Machine Workers, AFL-CIO, and William Korey, director of the District-Maryland office of the Anti-Defamation League of B'nai B'rith.

Other contributors were Donald D. Brewer, District Deputy Welfare Director; Ross Clinchy, executive director of the President's Committee on Government Employment Policy; Isaac Franck, executive director of the Jewish Community Council of Greater Washington; John Y. Yoshino, compliance officer of the President's Committee on Government Contracts.

Also Julius W. Hobson, member of the executive board of the District branch of the NAACP; James G. Banks, relocation chief for the Redevelopment Land Agency; B. T. McGraw, housing economist with the Housing and Home Finance Agency; George B. Nesbitt, intergroup relations officer with the Urban Renewal Administration; Margery Ware, executive secretary of Neighbors, Inc.; Walter E. Washington, deputy director of management with the National Capital Housing Authority; Alma S. Scurlock, assistant director of the District Commissioners' Council on Human Relations.

Also Paul Cooke, director of the Howard University workshop on intergroup relations; Irene Osborne, community organization worker with the southwest project; John T. Blue, Jr., Virginia State College professor now on leave as community organizer with the Adams-Morgan demonstration project, and Joseph H. Douglass, program coordination officer with the Health, Education, and Welfare Department.

EXPERTS' SUMMARY

Here is the way these intergroup relations specialists sum up the deeds of progress in civil rights in the Nation's Capital:

Housing: The most serious obstacle to integrated housing in the Washington metropolitan area is the exclusion of Negroes from new housing in the suburbs, most built with Federal aid.

Within the city there has been a gradual, orderly housing integration without violence or a wholesale flight of white residents. But many Negroes still live in one-race sections in the older central core of the city or the Northeast, in deteriorating, crowded housing.

Federal employment: Ten years ago Negroes were generally relegated to the most menial and lowest-paid jobs. Now more than half of the Negroes in Federal employment work in integrated offices. Many others are mail carriers. In 1956, a survey showed that Negroes made up about one quarter of employes in 62 Federal agencies, and of these some 53 percent were in white-collar jobs But of the white-collar Negro employes, 84 percent were still in the lowest four classification grades.

Still, about one-sixth of the white-collar workers have broken through to positions of some responsibility or professional status.

Private employment: Among the gains are the employment, sometimes limited, of Negroes with the utility companies, with some department stores as clerks and office workers and with the D.C. Transit System.

PLEASE EXCUSE IT!

On page 2, under NAIRO Election Results, President-Elect, the word should be "PITTSBURGH" not Piggsburgh.

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N A I R O NEWSLETTER

JANUARY, 1960

NEWS IN BRIEF

* A three-day consultation in New York City this month (p. 1) will launch a major NAIRO program for 1960 (appendix A). Object: to develop professional consensus on intergroup relations goals, directions and priorities in the decade ahead.

* Frederick Routh assumed presidency of NAIRO at the San Juan Conference; elected to serve with him were five officers, seven directors, a nominating committee (p. 2).

* The Board approved twenty-nine appointments of committee chairmen, regional directors, and other 1960 leadership (p. 3).

* Job changes and promotions of twenty-seven members were announced in November and December (p. 5).

* NAIRO's publication list mushroomed as 1959 ended, led by the long-awaited agency directory, the D.C. segregation study reprint, and the new JOURNAL (p. 6).

* Board action and committee activity brought other new developments within NAIRO during the past two months (p. 7).

* As usual, NAIRO members made news in various ways (p. 8).

* Job openings were announced by a number of agencies (p. 9).

NAIRO'S "BIG THINK"

NAIRO's major program activity for 1960 (appendix A) gets underway this month when thirty leading intergroup relations practitioners gather in New York City for a three-day consultation on "Goals, Directions and Priorities in Intergroup Relations in the Decade Ahead." Arranged by NAIRO in cooperation with the American Jewish Committee, the meeting (January 20-22) will dovetail with Dedication Week programs at the AJC's Institute of Human Relations.

Major papers, commentary and discussion summaries will appear as an early Spring issue of The Journal of Intergroup Relations. With this in hand, NAIRO members will be asked -- through Chapters, Commissions, Departments, Committees, and regional meetings -- to study and discuss the topic prior to the 1960 Annual Conference (Cincinnati: November 15-18).

Specific items scheduled for discussion at the January gathering are:

(1) The Nature of Intergroup Relations Practice
- Papers by DAVID DANZIG and JOHN G. FEILD

./.

(2) The Organization of the Intergroup Relations Field
- Papers by ARNOLD ARONSON and CHARLES LIVERMORE (Chicago Commission on Youth Services)

(3) The Professionalization of Intergroup Relations Work and Workers
- Papers by ALEXANDER J. ALLEN (National Urban League) and GEORGE SCHERMER

(4) The Changing Status of the Negro in American Life
- Paper by ROBERT B. JOHNSON; Discussants: ARNOLD ROSE (University of Minnesota) and HERMAN LONG (Race Relations Department, Fisk University)

(5) The Changing Relationships Among Religious Groups
- Paper by LEO PFEFFER (American Jewish Congress); Discussant: HANS SPIEGEL (Community Tensions Center, Springfield College)

(6) The International Dimension of Human Rights
- Participants to be announced

(7) Population Growth and Shifts within the United States
- Participants to be announced

JOHN G. FEILD (Office of U.S. Senator Philip Hart), heading a special committee of the Commission on Nature, Scope & Theory; GEORGE CULBERSON, chairman of the Resources and Planning Committee; and president FREDERICK ROUTH represented NAIRO in the planning sessions. JOHN SLAWSON, DAVID DANZIG and EDWIN LUKAS represented the American Jewish Committee.

A similar consultation, involving different professionals, will be held in another city in late spring.

NAIRO ELECTION RESULTS

FREDERICK B. ROUTH, executive director of the Michigan FEPC, took office on October 17th as NAIRO's twelfth president. Elected by mail ballot and also taking office during the recent Annual Conference in San Juan were:

* President-Elect:	GEORGE W. CULBERSON, executive director, Piggsburgh Commission on Human Relations
* Vice-Presidents:	LLOYD DAVIS, executive director, Catholic Interracial Council of Chicago
	JOSEPH MONSERRAT, director, New York Office, Migration Division, Commonwealth of Puerto Rico Labor Dept.
* Secretary:	VIRGINIA COFFEY, assistant director, Mayor's Friendly Relations Committee, Cincinnati
* Treasurer:	BURTON I. GORDIN, deputy director, Philadelphia Commission on Human Relations (Second term)
* Directors (6): (1959-1962)	JOHN BINKLEY, assistant director, Colorado Anti-Discrimination Commission, Denver

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* Directors (continued)

HAROLD FLEMING, executive director, Southern Regional Council, Atlanta

IRVING GOLDABER, assistant director, Commission on Intergroup Relations, New York City

JOHN A. MORSELL, assistant to the executive secretary, NAACP (National Office), New York City

EDWARD RUTLEDGE, housing director, New York State Commission Against Discrimination

JOHN Y. YOSHINO, compliance officer, President's Committee on Government Contracts, Washington, D.C.

* Director (1): (1959-1961)

ARNOLD ARONSON, director of program planning, National Community Relations Advisory Council, New York City

* Nominating Committee (11):

BOOKER T. MC GRAW, Housing and Home Finance Agency, chairman
FRANK BALDAU, Ohio Civil Rights Commission
JOHN HOPE, II, Race Relations Dept., Fisk University
REGINALD JOHNSON, National Urban League
RICHARD K. KERCKHOFF, Merrill-Palmer School, Detroit
ALEXANDER MILLER, Anti-Defamation League of B'nai B'rith
WADE MACKIE, Job Opportunities Program, American Friends Service Committee, Baton Rouge, Louisiana
JOSEPH ROBISON, American Jewish Congress
GEORGE ROBERTS, Chicago Commission on Human Relations
H. BENJAMIN SISSEL, Dept. of Social Education and Action, United Presbyterian Church in the USA
JOHN Y. YOSHINO

BOARD APPOINTMENTS

Meeting in San Juan at the close of the Annual Meeting, the NAIRO Board of Directors elected, appointed or confirmed the following -- all of whom later accepted:

* Executive Committee: (In addition to the Officers)

FRANCES COUSENS, research director, Michigan FEPC

FRANK W. FAGER, executive director, Board of Community Relations, Toledo, Ohio

MARGARET GARRITY, Midwest regional director, President's Committee on Government Contracts, Chicago

* Membership Chairman:

FRANCES COUSENS

* Regional Chairmen (8):

HELEN E. AMERMAN, housing officer, Oakland (Calif.) Redevelopment Agency, Southwest

LOUISE BLACKHAM, executive secretary, Civic Unity Committee, Seattle, Northwest

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* Regional Chairmen: (cont'd.)

LOUIS H. ERVIN, executive secretary, Minneapolis FEPC, North Central

WADE MACKIE, South Central

EMANUEL MURAVCHIK, director, Anti-Discrimination Dept., Jewish Labor Committee, New York City, Northeast

PAUL RILLING, director of field activities, Southern Regional Council, Atlanta, Southeast

BEULAH T. WHITBY, assistant director, Commission on Community Relations, Detroit, Great Lakes

JOHN Y. YOSHINO, Middle South

* Department Chairmen:

VIRGIL BORDER, area director, National Conference of Christians and Jews, St. Louis, Local Private

HOWARD MC KINNEY, executive secretary, Community Relations Commission, Erie, Pa., Local Public

VIRGINIA HUEBNER, director, FEP Division, Wisconsin Industrial Commission, State Public

SAAL LESSER, executive director, Encampment for Citizenship, New York City, National Private

* Commission Chairmen:

H. HARRY GILES, School of Education, New York University, New York City, Education

GEORGE GRIER, research assistant, New York State Commission Against Discrimination, Research Services

FREDERICK B. ROUTH, Nature, Scope & Theory

* Committee Chairmen:

VIRGINIA COFFEY, Conference Arrangements

GEORGE W. CULBERSON, Resources and Planning

GEORGE SCHERMER, executive director, Philadelphia Commission on Human Relations, Professional Standards

JOSEPH ROBISON, Resolutions

BURTON I. GORDIN, Finance

THEODORE LESKES, Legal Division, American Jewish Committee, Legal

EDWARD OLSEN, associate director, National Conference of Christians and Jews, Chicago, Special Interdisciplinary

DAVID DANZIG, program director, American Jewish Committee, Special Interdepartmental

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* Committee Chairmen: (cont'd.)

THEODORE LESKES, Editorial Board (JOURNAL OF INTER-GROUP RELATIONS)

ARNOLD ARONSON, United Nations Observer

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NAIRO MEMBERS ON THE MOVE

WILLIAM GREMLEY left the Kansas City Commission on Human Relations on January 1, to become executive director of the Cleveland Community Relations Board.

MALCOLM HIGGINS will leave the Des Moines Commission on Human Rights to become executive secretary of the Washington State Board Against Discrimination.

CARL W. GLATT is the new executive secretary of the Kansas Anti-Discrimination Commission; he was formerly on the staff of the New Jersey Division Against Discrimination.

CHESTER GRAY has been named deputy director of the Ohio Civil Rights Commission and will head the Northeast Ohio region, operating out of Cleveland. He left the Ohio Bureau of Unemployment Compensation on November 1st.

FRANK SIMPSON left the Connecticut Commission on Civil Rights after long years of service as its executive secretary, to become director of public relations for the Connecticut State Welfare Commission.

Thomas F. Henry, formerly supervisor of the enforcement division, moved up to become executive secretary of the Connecticut Commission on Civil Rights.

ROSS CLINCHY has moved over to the U.S. Navy Department, as special assistant to the director of the Office of Industrial Relations, after several years with the President's Committee on Equal Employment Opportunity.

DANIEL DONCHIAN, long-time executive secretary of the Human Relations Council of Greater New Haven, is now in charge of relocation for the Ansonia (Conn.) Redevelopment Agency.

Jules Cohen is the new executive director of the Jewish Community Relations Council of Greater Philadelphia, coming to that post from the National Community Relations Advisory Council.

MAURICE FAGAN resigned as executive director of the Jewish Community Relations Council of Greater Philadelphia to devote full-time to the other job he has held for so many years, executive director of the Philadelphia Fellowship Commission.

ROBERT PERLSZWEIG is the new assistant director of the Cincinnati Jewish Community Relations Committee.

FRANKLIN H. WILLIAMS, for many years West Coast regional secretary and counsel for the NAACP, has been named as chief of the newly-created Constitutional Rights Section, Office of the Attorney General of California.

Former NAIRO intern IVIS CALVET is remaining on the staff of the Catholic Interracial

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Council of New York, as managing editor of the Interracial Review.

JOHN DELURY will serve as executive secretary of the San Francisco Commission on Equal Employment Opportunity until it closes out pending cases. The Commission will then disband, its powers pre-empted by the new California FEP Division.

Former NAIRO intern Jerry Turner is now a caseworker with the Hamilton County Welfare Council (Ohio).

And former NAIRO intern EMILY KIMBALL YOUNG remains on the staff of the Philadelphia Commission on Human Relations as field representative in the Community Relations Division.

Mrs. CHARLOTTE MEACHEM is the new assistant director of the Philadelphia Metropolitan Housing Program, American Friends Service Committee. Former assistant RICHARD TAYLOR became director earlier this year when THELMA BABBITT when to Little Rock on a special year's assignment for the AFSC.

ROBERT B. JOHNSON has left the national office of the National Conference of Christians and Jews to become consultant on race relations to the Field Foundation, also in New York City.

CLARENCE SENIOR is now on a year's leave of absence from his post as chief of the Migration Division, Commonwealth of Puerto Rico, to serve as consultant on migration to the Ford Foundation. JOSEPH MONSERRAT, director of the New York City office, becomes acting chief of the Migration Division.

RICHARD SHAPIRO, another former NAIRO intern, is the new assistant director of the New Jersey Regional ADL office, coming there from the William Penn Center.

IRA GISSEN will shift from the Cincinnati (regional) office to the New York City office of the American Jewish Committee.

Malcolm Peabody, Jr., has been named as the new executive secretary of the New York State Commission Against Discrimination.

And in another New York SCAD move, Mrs. GARDA BOWMAN has been promoted to the post of assistant education director.

ANSEL SIMPSON, formerly associate professor of sociology at Grambling College, is now instructor and Ph.D. candidate at University of Missouri in Columbia, Missouri.

STEPHEN REMSEN leaves Philadelphia (and the Jewish Labor Committee) for an assignment with the American Trade Union Council for Labor Israel (Histadrut).

THE ROLLING PRESSES

* Civil Rights in the Nation's Capital: A Report on a Decade of Progress, the much-
* publicized report of NAIRO's Commission on Civil Rights (released in September),
* has been re-printed in attractive pamphlet form. Single copies sell for 75 cents,
* with quantity prices ranging down to 50 cents per copy. An order blank is attached,
* together with a Congressinnal Record reprint on the report.

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* The Journal of Intergroup Relations (Volume I, Number 1) is on its way to NAIRO
* members. HELP is needed in securing subscriptions from libraries, colleges, social
* agencies, interested individuals, etc. ($6 yearly for non-members). Attractive
* flyers are available in overwhelming quantity....

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* The Directory of Intergroup Relations Agencies With Paid Professional Personnel
* is off the press, so help us!! Single copies cost $2.00; in quantities of 10 or
* more, please remit $1.50 apiece. Order blank attached.

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* The report of NAIRO's Commission on Manpower Utilization (chairman: CHESTER GRAY,
* Ohio Civil Rights Commission, Cleveland) is being mimeographed this month and will
* shortly be distributed to members. It appears as the last issue of the old,
* mimeographed Journal. No charge.

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* NAIRO's Membership Roster will be compiled, mimeographed and mailed next month.
* It will exclude those few delinquent members who did not pay their 1959 dues ....

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* Any NAIRO member who did not receive a copy of the revised NAIRO By-Laws last
* month is urged to send a postcard to the national office. No charge.

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* A modest supply of copies of the NAIRO Statement of Concerns and Commitments,
* adopted at the 1959 Conference in San Juan, is available to members requesting same.
* No charge.

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* An even more modest supply of 1959 Conference Programs awaits member requests.
* No charge.

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MEANWHILE, BACK AT NAIRO

The Board of Directors met in Detroit on January 8th and 9th, with the Executive Committee meeting two days earlier. High priority on the agenda was scheduled for (a) a re-survey of the NAIRO Commissions, (b) standards for chartering NAIRO Chapters, and (c) the interrelated questions of staff expansion and financing.

Board action (in San Juan last October), divorcing Commission reports from the new quarterly Journal, raised fresh questions about the role and function of these groups. The Executive Committee was charged with developing specific recommendations on Commission activity, personnel, location and interrelationships. Decisions made in Detroit will be reported next month in the Newsletter.

Chartering of local NAIRO Chapters was authorized by an amendment to the By-Laws adopted at the Annual Conference. The action came after a year of study by a special committee headed by the Reverend H. BENJAMIN SISSEL, Dept. of Social Education and Action, United Presbyterian Church in the USA. Again, the Board asked the Executive Committee to develop the standards and procedure for formal recognition of the local professional

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groups that have been functioning for years in most large cities. The Board's action on this will also be reported in the February Newsletter.

The Board, the Executive Committee, and the Resources and Planning Committee have been hard at work since October, seeking foundation grants to permit the employment of an Assistant Director and additional office help for NAIRO. First assignment would be the Decade Ahead "Big Think" program, with considerable travel to urban centers where NAIRO members and other professionals are located.

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NAIRO's membership has reached an all-time high: 5 8 2, as of December 31, 1959.

Formation of a special committee to explore the relationship of NAIRO to private and public international exchange programs has been authorized by the Board. The committee will also be charged with recommending ways of establishing contact with intergroup relations workers in other nations and with surveying NAIRO's role at the United Nations. Board action came as a result of a recommendation made by one of the clinics at the October Annual Conference.

Six interns are presently involved in the third year of NAIRO's national internship program, receiving a year of on-the-job professional training in intergroup relations at the Chicago Urban League, St. Louis Urban League, Urban League of Greater New York, St. Louis Board of Police Commissioners, American Jewish Committee (Chicago), and New York-Westchester Regional Office of NCCJ.

Plans for the 1960 NAIRO Conference in Cincinnati are proceeding apace. VIRGINIA COFFEY heads an active committee of local professionals that includes MARSHALL BRAGDON (Mayor's Friendly Relations Committee), CHARLES POSNER and ROBERT PERLSZWEIG (Jewish Community Relations Committee), Malcolm Chandler (NCCJ), Mrs. Jan Karlson (Fellowship House), and Joseph Hall, William Decatur and Lois Conyers (Urban League).

NAIRO MEMBERS IN THE NEWS

GREGORY SHINERT (Missouri Commission on Human Rights) and Mrs. Shinert are, since October 4, proud parents of a baby daughter.

HARRY FLEISCHMAN (National Labor Service) had an article, "Is Labor Color-Blind?," in the November issue of The Progressive. He will be in print again on February 21st when Oceana Publications issues a paperback collection of his "Let's Be Human" columns, prepared originally for labor papers throughout the country.

Dr. DAN DODSON (Center for Human Relations and Field Studies, New York University) was one of the consultants at the Fourth Washington Conference for new professional, technical and managerial employees in the Housing and Home Finance Agency late in October.

Nearly 200 people turned out on October 7th to honor Mrs. ANNA M. MC GARRY, supervisor of community relations for the Philadelphia Commission on Human Relations, who retired after eleven years' service with the Commission.

MARGARET FISHER (National Committee Against Discrimination in Housing), HARRIET WHITE (Chicago NCCJ), JOHN MC KNIGHT (Chicago Commission on Human Relations), HAROLD A. LETT (NCCJ, Washington, D.C.), Rev. ARTHUR WALMSLEY and Rev. CORNELIUS TARPLEE (Division of Christian Citizenship, National Council, Protestant Episcopal Church), and NAIRO's

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executive secretary, JOHN LASSOE, were among Episcopalians who took an active role in the formation recently of the Episcopal Church Society for Cultural and Racial Unity.

JOB OPENINGS KNOWN

The Des Moines Commission on Human Rights and Job Discrimination seeks an executive secretary. Salary: $7,500 - $8,328. Apply: Mrs. Edward Zerin, Chairman of Personnel Committee, 747 - 55th Street, Des Moines 12, Iowa.

The Kansas City Commission on Human Relations also seeks an executive secretary. Salary: $8,520. Apply: Mr. Lee Reeder, chairman, Commission on Human Relations, City Hall, Kansas City 6, Missouri.

The Philadelphia Commission on Human Relations seeks applicants for two (2) vacancies in the position of Human Relations Representative. Salary: $5,350, with a range to $7,000 at the end of six years. Request job announcement and application forms from: Personnel Department, City of Philadelphia, City Hall, Philadelphia, Pennsylvania.

The New Jersey Division Against Discrimination has a vacancy for one field representative. Salary: $4,988 - $6,482. Apply: John Milligan, Assistant Commissioner of Education, Division Against Discrimination, 1100 Raymond Boulevard, Newark 2, New Jersey.

An anonymous municipal commission in a western city (population over 500,000) seeks an executive secretary. Salary: $6,300 - $8,100. For details, contact John Lassoe at the NAIRO office.

The American Jewish Committee seeks two area directors: (1) New England (Boston). Salary: $7,500 - $9,000, depending on experience. (2) Indiana-Kentucky-Ohio (Cincinnati). Salary: $7,000 - $8,000, depending on experience. For information or to apply, write: Miss Eleanor Katz, Personnel Director, American Jewish Committee, 165 East 56th Street, New York 22, New York.

NEWSLETTER - APPENDIX A

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street New York 19, New York

"GOALS, DIRECTIONS AND PRIORITIES IN INTERGROUP RELATIONS IN THE DECADE AHEAD"

A NAIRO PROGRAM FOR 1960

The field of intergroup relations needs to achieve consensus on its goals, directions and program priorities for the next ten years. Effective action depends on carefully planned adjustment to new dimensions of old problems, as well as to new problems created by ever more rapid social change. NAIRO proposes to help intergroup relations professionals and lay leaders arrive at consensus on some of these matters through a one-year program of conferences, study and discussion that will be launched on January 20-22, 1960.

The program has three working goals:

(a) To contribute to a better definition of the field, with special reference to the knowledge, skills and training needed.

(b) To contribute to a better appraisal of those factors in our international, national and community life which are likely, now or in the next ten years, to affect the nature of intergroup relationships.

(c) To contribute to a better understanding of the inter-agency relationships, roles and responsibilities that now exist in the field, and of the adjustments that will be necessary in the years ahead.

This program has five phases:

(1) A January Consultation (New York City), bringing together some thirty leading intergroup relations practitioners and selected experts from related fields for a three-day discussion of key questions and issues likely to influence intergroup relations work in the next decade. Papers, proceedings and pertinent questions will then be sent to the entire field.

(2) Study and discussion of the published material by all NAIRO Commissions, Chapters, Departments, Committees, Regional Meetings, and other professional bodies -- with special attention to definition of the new directions and changing goals.

(3) A second mid-year consultation, involving a different group of leading intergroup relations professionals and experts from related fields in an examination of additional key intergroup relations problems and broader social issues, projected for the decade ahead. Again, papers, proceedings and pertinent questions would be published and distributed to the entire field.

(4) Study and discussion of this material by all NAIRO bodies, especially through regional meetings. Attention will focus on implementation, i.e., what do we as professionals need to do to cope with the new dimensions and new problems?

(5) As the theme of the 1960 NAIRO Annual Conference (Cincinnati: November 15-18), the development of consensus on goals, directions and priorities in intergroup relations. Conference proceedings will be published as a final synopsis of the year's concentrated study and discussion.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

NAIRO NEWSLETTER

February-March, 1960

SPECIAL ANNOUNCEMENTS

* To clear up some confusion: NAIRO's new printed quarterly, THE JOURNAL OF INTERGROUP RELATIONS, will be sent regularly - without charge - to all NAIRO members. The subscription is included in your dues....

* Further clarification: NAIRO's new DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID PROFESSIONAL PERSONNEL will not be sent automatically to members. It must be purchased at $2.00 per copy, $1.50 each in quantities of 10 or more.

* The Board of Directors is soliciting site bids for the 1962 Annual Conference and hopes to arrive at a decision at its May 20-21 meeting in Cincinnati. Bids may be sent to the National Office. (1961? San Francisco!)

NEWS IN BRIEF

* NAIRO's "Big Think" in January launched a year-long dialogue -- and provided the material for the next issue of the JOURNAL (p. 1).

* Seven more NAIRO chairmanships were announced (p. 2).

* Twenty-three members announced job changes (p. 2-4).

* NAIRO Chapter charter requirements were announced (p. 4), together with other action taken by the Board at its January 8-9 meeting in Detroit (p. 4).

* Thirteen NAIRO members made the news in various ways (p. 5).

* Great activity is stirring in regional conferences and local programs (p. 6).

* Ten job openings were posted by intergroup relations agencies (p.6-7).

* We editorialize on the subject of your factual inquiries (p. 7).

* The Executive Secretary revealed a sixteen-city travel schedule for the first six months of 1960 (p. 8).

NAIRO'S "BIG THINK"

The three-day New York City consultation on "Goals, Directions and Priorities in Intergroup Relations in the Decade Ahead" was a smashing success! The proof of the pudding

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lies in the reading of the Spring Issue of the JOURNAL, due off the press by April; it will contain all papers, commentary, and capsule summaries of the general discussion.

In addition to papers announced in the January NEWSLETTER, challenging presentations were offered by Dr. Conrad Taeuber, Assistant Director, U.S. Bureau of the Census ("Population Growth and Shifts Within the United States"); DAVID DANZIG, Program Director, American Jewish Committee ("The International Dimensions of Human Rights"); And DR. CLARENCE SENIOR, Consultant, The Ford Foundation ("Implications for Intergroup Relations of Population Growth and Shifts").

Plans to continue this dialogue at the regional and local levels are already underway in the Great Lakes Region, the Middle South Region, Philadelphia, and New York City.

MORE NAIRO APPOINTMENTS

* EDWARD RUTLEDGE (Housing Director, New York State Commission Against Discrimination) will chair the Commission on Housing and Family Life.

* HAROLD FLEMING (Executive Director, Southern Regional Council, Atlanta) will chair the Commission on Civil Rights.

* PHILIP G. SADLER (Director, Intergroup Relations Branch, Public Housing Administration) will head the Department of Federal Services.

* FRANK S. LOESCHER (Director, United States-South Africa Leader Exchange Program, New York City) will serve as chairman of the new Committee on International Relations.

* Dr. JOHN SLAWSON (Executive Vice-President, American Jewish Committee) has accepted chairmanship of the Interprofessional Relations Committee.

* Dr. ROBERT B. JOHNSON (Consultant, The Field Foundation) will chair the Educational and Professional Training Committee.

* DAVID DANZIG will chair the 1960 Conference Program Committee.

NAIRO MEMBERS ON THE MO"E

ROSS CLINCHY has returned to his post as executive director of the President's Committee on Government Employment Policy, cancelling announced plans to work with the U.S. Navy Department.

KENNETH DOUTY is now chief of the Technical Assistance Division, Bureau of Labor-Management Reports, U.S. Department of Labor, having resigned from the Illinois Division, American Civil Liberties Union, after several years as executive director.

JOHN MC DERMOTT has left the Federal Housing Administration (New York City) and is temporarily at Brandeis University, as one of the Lasker Fellows in Civil Rights and Civil Liberties.

Former NAIRO intern JOHN A. MARTIN, JR., has been named as Community Relations

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Secretary of the Omaha Urban League. He had been studying at the University of California since completing his training at the Stiles Hall YMCA there.

And former intern ERWIN FEIERTAG is the new Assistant Director in the Los Angeles Area Office of the American Jewish Committee. He, too, had enrolled at the University of California following his internship with the San Francisco Council for Civic Unity.

SAMPLE N. PITTMAN has left the Chicago Commission on Human Relations, to teach sociology in the Woodrow Wilson Branch of the Chicago City Junior College.

Dr. JACOB SEIDENBERG resigned February 1st from his post as executive director of the President's Committee on Government Contracts, to become a private consultant in race relations and industrial and labor relations.

WILLIAM B. SPAGNOLA has been named as the new executive secretary of the Youngstown (Ohio) Fair Employment Practice Committee -- replacing NATHANIEL R. JONES, who resigned on December 31st.

WILLIAM KOREY has left the Washington, D.C., office of the Anti-Defamation League, moving to New York and a post with the B'nai B'rith International Council (United Nations liaison and special assignments).

EDWARD L. KATZENBACH, JR., has resigned as Curator of the Lasker Fellowship Program at Brandeis University, to take a post with the National Academy of Science.

Dr. ANNABEL CAREY PRESCOTT has, we learn very belatedly, retired from her post as Director of the Committee on Human Relations of the Chicago Public Schools.

MARY MC LUCAS has joined the staff of the Colorado Anti-Discrimination Commission, moving over from the Denver Commission on Community Relations.

The Rev. JOHN B. MORRIS has been named as the first executive director of the Episcopal Society for Cultural and Racial Unity, with headquarters in Atlanta.

LLOYD DAVIS has resigned as executive director of the Catholic Interracial Council of Chicago.

HELEN L. BURKE will resign this spring from her post as director of the Denver Commission on Community Relations.

MICHEL ISKANDER has been named as supervisor of the neighborhoods section, Pittsburgh Commission on Human Relations. He comes to the post after several years service with the American Service Institute of Allegheny County.

ROBERT MAST has been promoted to the post of Public Information and Education Officer in the Pittsburgh Commission on Human Relations.

And CAROL BAUER, onetime student member of NAIRO, is now a community worker on the staff of the Pittsburgh Commission on Human Relations.

WARREN LEHMAN has left the Chicago Commission on Human Relations to accept a post in private industry in Southern California.

ALBERT L. NELLUM has resigned from his post as schools consultant at the Catholic Interracial Council of Chicago.

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Dr. RHETTA ARTER has resigned as research director of the New York City Commission on Intergroup Relations.

JOHN LIGHT left the Chicago Commission on Human Relations on February 1st, to take a position in private industry.

JOHN MC KNIGHT (Chicago Commission on Human Relations) will shortly become executive director of the Illinois Division, American Civil Liberties Union.

ON THE CHARTERING OF CHAPTERS

NAIRO Chapter chartering requirements and application procedure were established by the Board of Directors at its January 8-9 meeting in Detroit. In essence, applications for Charters -- to be submitted to the Board through the Regional Chairman -- must contain the names of at least five members in good standing, a clear delineation of the Chapter's geographic area, and a set of By-Laws compatible with the national By-Laws and acceptable to both local members and the National Board. Applications are now being received....

Careful consideration was given to the question of Chapter membership: "A member of (national) NAIRO shall automatically become a member of any Chapter in his area. Associate and student members of NAIRO may participate fully as Chapter members but may not vote or hold office. Non-members of NAIRO may participate in a Chapter's activity but may not belong, vote or hold office."

Thoughtful discussion resulted in two restrictions, one temporary, on Chapter activity: "(1) No awards or citations may be given by local Chapters without the permission of the national Board of Directors. (2) Pending development of national NAIRO policy on agency staff appointments and dismissals, no Chapter shall issue public statements regarding same."

OTHER BOARD ACTION: JANUARY 8-9

At its Detroit meeting, the Board of Directors also:

* Accepted the Treasurer's report for 1959, showing total receipts of $15,451.84 and total expenditures of $29,245.15. (Copies of the financial statement are available to members, on request.)

* Authorized employment of an Associate Director (and related expenses) as soon as $15,000 can be raised outside the present 1960 budget.

* Authorized appeals to foundations for funds (a) to subsidize NAIRO's JOURNAL, (b) to establish a revolving fund for other publications, (c) to aid Chapter development, and (d) to launch an informational services program.

* Voted to activate idle NAIRO Commissions and to delay the decision on their future role and function until the Resources and Planning Committee can complete a thorough review of the entire NAIRO structure.

* Charged the newly-formed Committee on International Relations with consideration of a proposal for an International Conference on Intergroup Relations Work.

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* Charged its Membership Committee (Mrs. FRANCES COUSENS, Michigan FEPC, chairman) with (a) a special drive to recruit non-member professionals in intergroup relations agencies and (b) the study of the role in NAIRO of non-professional members.

MORE NEWS OF NAIRO MEMBERS

* *
* We note with profound sadness the sudden *
* death in January of ELEANOR WRIGHT, public *
* information director of the Chicago Com- *
* mission on Human Relations and widow of *
* NAIRO's second president, the late *
* Thomas H. Wright. *
* *

Dr. JOHN J. O'CONNOR, professor of history at Georgetown University, Washington, D.C., was recently elected president of the newly-organized National Catholic Conference for Interracial Justice.

NAIRO's Executive Secretary JOHN LASSOE was recently elected president of the Episcopal Society for Cultural and Racial Unity. Other ESCRU Board members include HAROLD A. LETT (Commission on Labor-Management Organizations, National Conference of Christians and Jews, Washington, D.C.) and JOHN L. MC KNIGHT (Chicago Commission on Human Relations).

An article by JAMES D. NOBEL (Cleveland Council on Human Relations), "Art As A Creative Force in Human Relations," appeared in the Autumn, 1959, issue of the Journal of Human Relations.

FRANCES LEVENSON (National Committee Against Discrimination in Housing) was profiled in the NEW YORK POST on January 8, 1960. Dittoe: MORRIS MILGRAM, NEW YORK POST, March 8, 1960.

BEN D. SEGAL (Education Department, International Union of Electrical, Radio and Machine Workers, AFL-CIO) is in print in the January 11th issue of THE NEW LEADER. Subject: "Washington Integration Moves Slowly Despite 10 Years of Racial Progress." Mr. SEGAL spent the first two weeks of February lecturing at a training seminar for British Guiana trade union leaders in Georgetown, British Guiana.

FRANK LOESCHER (U.S.-South Africa Leader Exchange Program) will spend six weeks in South Africa, beginning March 18th. The Program's progress report notes eleven exchanges arranged in 1959 and fourteen already scheduled for 1960.

LLOYD DAVIS (formerly Catholic Interracial Council, Chicago) is serving as chairman of the 25th Annual Convention (1960) of the Catholic War Veterans, U.S.A. He is State First Vice-Commander in Illinois.

Born to LOUIS A. RADELET (Commission on Community Organizations, National Conference of Christians and Jews, New York City) and Mrs. Radelet: a son, their eighth!

GEORGE L. ROBERTS (Chicago Commission on Human Relations) and Mrs. Roberts are the proud parents of a newly-adopted baby daughter.

ANSEL P. SIMPSON (Instructor in Sociology, University of Missouri) is embarking on a

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research survey about which some NAIRO members will hear more: "Techniques of Intergroup and Intercultural Cooperation."

ON THE REGIONAL AND LOCAL FRONT

The Great Lakes Region will hold its first regional conference in Toledo, Ohio, (University of Toledo) on Saturday and Sunday, June 11th and 12th. ABRAHAM F. CITRON (Jewish Community Council, Detroit) heads a five-state planning committee. The meeting, tentatively titled "Great Lakes Think," will deal with four of the topics discussed at the national consultation last month: (1) Population Growth and Shifts, (2) Professionalization of Intergroup Relations Worker and Work, (3) Changing Status of the Negro in America, and (4) Changing Interreligious Relationships.

The Middle South Region has announced plans for a regional conference at the Willard Hotel, Washington, D.C., on Friday, May 6th. The theme is: "Forward to Full Citizenship: What Are Your Next Steps?" SAMUEL B. DANLEY (Office of the U.S. Postmaster General) heads a thirteen-man planning committee for the seven-state meeting.

NAIRO'S Southwest Region -- chaired by HELEN AMERMAN (Oakland, California, Redevelopment Agency) -- is planning a variety of gatherings to capitalize on an April visit to the Coast by NAIRO President FREDERICK B. ROUTH. Included will be a North-South meeting of California professionals. President ROUTH will visit Denver, San Francisco, and Los Angeles -- and may penetrate the Northwest Region as well (Seattle and possibly Portland).

Philadelphia NAIRO installed a new set of officers late last month. HAROLD MC COO (Parkside Community Branch, Y.M.C.A.) succeeded FLORENCE KITE (Commission on Human Relations) as chairman. R. DEAN SHORT (Committee on Race Relations, Friends Philadelphia Yearly Meeting) is the new vice-chairman, and LOUIS BALLEN (Philadelphia Public Schools) becomes Secretary. The group is advancing plans for a variety of discussion and in-service training sessions, including continuation of NAIRO's "big Think" dialogue.

In New York City, Northeast Regional Chairman EMANUEL MURAVCHIK (Jewish Labor Committee) has asked PAUL KLEIN (attorney; formerly with the Commission on Intergroup Relations) to serve as temporary chairman of a local group. A series of discussion meetings are being planned for the spring and fall, again encompassing some of the "Big Think" topics. April 18th is the date for the first of this series and specific notices will be mailed shortly to New York City NAIRO members.

Pittsburgh NAIRO met on March 9th to hear a report on national intergroup relations trends from NAIRO's Executive Secretary JOHN LASSOE.

JOB OPENINGS

In late January (!), the following vacancies were reported -- and duly publicized through the Personnel Registry:

(1) Executive Director, Illinois Division, American Civil Liberties Union (19 South LaSalle Street, Chicago 3). Salary: $7,000.

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(2) Director, Denver Commission on Community Relations. Salary range: $6,300 - $8,100. Apply: Mrs. Henry Swan, 410 Marion Street, Denver 18, Colorado.

(3) Field Representatives (5), Pennsylvania FEPC (1401 Labor & Industry Building, Harrisburg). Salary: $5,529, with annual increments to $7,055. Preference must be given to qualified Pennsylvania residents.

(4) Field Workers (2), American Jewish Congress (15 East 84th Street, New York 28, New York. Apply: Mr. High Salpeter). Salary: $7,000.

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A special need is reported by Friendship House, New York City, which seeks a dedicated worker at an admittedly sacrificial salary ($50-$60 per week) to staff its growing program. Friendship House is an organization of Roman Catholic laymen and women, "dedicated to working for love of God on the elimination of racial prejudice and discrimination." MARY DOLAN (Executive Director, Friendship House, Chicago) will answer inquiries and interview applicants from March 15 to April 15 at the New York City office: Friendship House, 417 West 145th Street, New York 31, New York.

YOUR INQUIRIES: AN EDITORIAL COMMENT

One of the few frustrations of an otherwise satisfying job arises from your inquiries on substantive matters. We welcome them, but deplore the fact that they must so often go unanswered.

It may be PHIL CAMPONESCHI writing to ask how many local units of the American Dental Society are integrated, or HELEN BURKE inquiring about program evaluation techniques developed by public agencies, or IRV GOLDABER calling to find out how many municipal agencies have subpoena powers, or FRANK MAGRATH quizzing us about successful techniques for theater desegregation, or any one of forty people interested in the establishment of local public agencies in their cities.

Sometimes we suspect that the answer is readily available, but where? Who do we call or what referral can we suggest? It takes time to track this down.

Other times we are all but certain that no one has yet researched the subject. It exists in uncompiled material, in unread ordinances or annual reports. Who will do the research or the survey? It takes time to ferret out these facts.

This is all by way of an elaborate introduction to the report that NAIRO is seeking funds to establish an informational services program -- with a staff person who will (1) survey all existing resources, for referral of those queries that can be answered readily elsewhere, and (2) do the research necessary to answer the inquiries that cannot be referred.

If we get the grant and establish this program, we will cheerfully tackle your toughest questions. In the meantime, we welcome them as an indication of the field's informational needs, but apologize in advance for our inability to give to most the time that it requires to find an answer....

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YOUR EXECUTIVE SECRETARY ON THE ROAD

JOHN LASSOE visited Detroit in January, Cleveland and Philadelphia in February, and is visiting the following in March:

Pittsburgh (March 8-9)
Chicago (March 10-11, 15-16)
Milwaukee (March 12-14)
Minneapolis-St. Paul (March 17-19)
Baltimore (March 22-23)
Washington, D.C. (March 24-25)

April will see at least a visit to Boston. And President FRED ROUTH will be making the West Coast tour mentioned earlier.

May calls for visits to Wilmington, Washington, D.C., Boston, Cincinnati, St. Louis, and probably Atlanta. June will take him to Buffalo, Toledo, and Chicago.

If NAIRO succeeds in finding funds for an Associate Director, multiply these by two!!

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NAIRO
March, 1960

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

N A I R O NEWSLETTER

April-May-June, 1960

This issue is scandalously late and unpardonably long. Pardon us for both! There is much to report this time, and we hope that you will agree that everything noted is newsworthy.

SYNOPSIS

* Crisis!! Dollar Dearth Nags NAIRO (Funds needed!)
* "What Can I Do?" (Members needed!)
* New Dues Deadline Set (July 1st is D-Day)
* 1960 Conference Plans Jell (Cincinnati or bust!)
* First NAIRO Chapters Chartered (Philadelphia, Chicago win!)
* President Routh on Tour (West Coast taken by storm!)
* NAIRO Regional Conference Launched (Two down, one to go!)
* Commission Appointments Announced (Last vacancies filled)
* Committee to survey Professional Ethics (Policy in the making!)
* 1962 Conference Site Selected (First "repeat" since 1950!)
* International Relations Committee At Work (Major project born!)
* Mail Ballot Approved for 1960 (Election procedure announced)
* Special Inquiry Proposed ("Intergroup Relations & the Public Interest")
* NAIRO Members on the Move (Thirty change jobs!)
* NAIRO Members Make News, Too. (Thirty-one in the headlines!)
* The Last Word (Odds and Addenda)

CRISIS!! DOLLAR DEARTH NAGS NAIRO

An acute financial crisis was recognized officially by NAIRO's Board of Directors at its meeting in Cincinnati late last month. "Despite the use of our carefully accumulated cash reserve, we will not have funds to operate at our present scale through 1960 -- unless we find new sources of income or can increase the revenue anticipated from existing sources," declared NAIRO president FREDERICK ROUTH.

Comparison of the budget for 1958 (NAIRO's first full year of staffed operation) with that for 1960 showed "remarkable" progress toward administrative self-support -- but also pointed up the present dilemma. In 1958, income from membership dues and publication sales accounted for less than 20% of a $30,000 budget; in 1960, the same sources are expected to produce over 40% of a budget now increased to $37,000. The difference? In 1958, administrative portions of internship grants from foundations amounted to $25,000; in 1960, to date, foundation grants have amounted to only $2,500.

To cope with the crisis and head off program cutbacks, the Board voted: (a) to initiate approaches to national intergroup relations agencies, labor unions, corporations, and individuals; (b) to step up development of pending projects that might merit foundation support; (c) to push the sale of JOURNAL subscriptions; and (d) to solicit members' help in a special membership drive.

Noted President ROUTH, "At our present rate of growth in publication sales and membership, we can expect to be self-supporting by 1964. Unfortunately, we cannot afford to grow normally, but must work now to speed up that process."

"WHAT CAN I DO?"

Every NAIRO member received a letter this month asking urgently for help in an "Each One Get One" membership drive. As noted therein, a doubled membership will (a) solve NAIRO's present financial problems, (b) move NAIRO two years' closer to self-support, and (c) increase NAIRO's voice and effectiveness as the field's professional association.

MEMBERSHIP TODAY: 642 SEPTEMBER 1 GOAL: 1,284

WILL YOU ENROLL YOUR NEW MEMBER(S) TODAY????????

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Second major growth area is that of subscriptions to THE JOURNAL OF INTERGROUP RELATIONS. NAIRO's subsidy will amount to $7,975 in 1960; income to date from non-member subscriptions and sales is less than $3,000. (A subscription to the JOURNAL is included in membership dues.) NAIRO members are urged to encourage libraries, schools and colleges, agencies, Board members and other interested individuals, and community institutions to subscribe now to the JOURNAL at $6.00 per year. (On request, subscriptions will begin with Volume I, Number 1.)

SUBSCRIBERS TODAY: 275 SEPTEMBER 1 GOAL: 1,100

WILL YOU GET YOUR NEW SUBSCRIBERS TODAY????????

Note: Members joining now will receive copies of all NAIRO publications issued in 1960, including the first two issues of the JOURNAL. ./.

NEW DUES DEADLINE SET

In a move independent of the financial crisis but likely to effect some needed economies, the Board voted to establish a new dues deadline. Effective this year, members who have not paid current dues by July 1st will be dropped from the membership roster and mailing list.

(Until the Board took this action, delinquent members were carried for fifteen months! Some, for example, who had last paid dues in 1958 were not dropped until March of 1960. In many cases, these members had no intention of renewing their memberships, but had never indicated this and had never resigned. The new deadline was recommended to the Board by Membership Chairman FRANCES COUSENS and by the executive secretary.)

IF YOU HAVE NOT YET PAID 1960 DUES, YOU RECENTLY RECEIVED A WARNING LETTER AND A BILL. PLEASE ACT NOW TO AVOID INTERRUPTION OF YOUR MEMBERSHIP, YOUR JOURNAL SUBSCRIPTION, AND OTHER MAILINGS!

1960 CONFERENCE PLANS JELL

Said a NAIRO Board member to VIRGINIA COFFEY (Mayor's Friendly Relations Committee, Cincinnati), 1960 Conference Chairman, "Say, where is this year's meeting being held?"

Replied the shocked Conference Chairman:

"CINCINNATI, OHIO! NETHERLAND HILTON HOTEL!! NOVEMBER 15-18th!!!"

(Members, please take note! An early July mailing will bring further details....)

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Meanwhile, back in New York, DAVID DANZIG (American Jewish Committee), 1960 Conference Program Chairman, announced his committee's choice of theme and major topics. Speakers are now being invited.

Theme: Intergroup Relations in the Changing World...Nation...Community.

Major Topics: The Changing Status of Racial Groups
The Changing Status of Religious Groups
The Changing Practice of Intergroup Relations
The Changing City

Also scheduled: discussion groups around major topics; Commission and Department meetings; a special event; the Banquet, with major speaker; business meetings; the President's Reception. Details will follow.

FIRST NAIRO CHAPTERS CHARTERED

To Philadelphia and Chicago went the honor of qualifying for the first official NAIRO Chapter charters, granted by the Board at its Cincinnati meeting. Probably NAIRO's oldest and most active groups, both qualified by presenting - in writing - definition of their Chapter area, a set of local By-Laws, and the signatures of a minimum of five (5) charter members.

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HAROLD W. MC COO (Parkside Community Branch YMCA) chairs the Philadelphia Chapter, and RAPHAEL O. LEWIS (Chicago Urban League) is chairman of the Chicago Chapter.

Reported at various stages of organization are potential Chapters in: Detroit, New York, Pittsburgh, San Francisco, Boston, Los Angeles, and Minneapolis-St. Paul. Local professional groups in several other communities are considering application for NAIRO Chapter status.

PRESIDENT ROUTH ON TOUR

President ROUTH set precedent for future NAIRO executives with a presidential tour of the West Coast this Spring. His two-week, 5,000-mile trip covered Seattle, Portland, Denver, San Francisco, and Los Angeles -- with sixteen speeches and countless informal talks en route. New members, new friends, and extensive publicity for NAIRO followed in his wake.

Tour plans were made by Southwest Regional Chairman HELEN E. AMERMAN (Oakland Redevelopment Agency) and Northwest Regional Chairman LOUISE BLACKHAM (Seattle Civic Unity Committee), with the energetic help of JOHN BINKLEY (Colorado Anti-Discrimination Commission, Denver) and JOHN BUGGS (Los Angeles County Commission on Human Relations).

NAIRO REGIONAL CONFERENCES LAUNCHED

Eighty key professionals turned out for the Middle South regional conference on May 6 at the Willard Hotel in Washington, D.C. Under the theme, "Forward to Full Citizenship: What Are Your Next Steps?," participants from the District and five states heard and discussed speeches by HERMAN LONG (Race Relations Department, Fisk University), Dumont Kenny (National Conference of Christians and Jews, New York City), HAROLD FLEMING (Southern Regional Council, Atlanta), and Raymond Larson (U.S. Department of Labor).

> Correction: Conference Chairman SAMUEL B. DANLEY was identified erroneously in the last NEWSLETTER; he is an Organization and Methods Analyst in the U. S. Department of Labor.

Another eighty professional workers gathered from six states for the Great Lakes regional conference at the University of Toledo on June 11th and 12th. "Decade Ahead" talks by FREDERICK ROUTH (Michigan FEPC), SHELTON GRANGER (Cleveland Urban League), Clifford Campbell (Deputy Commissioner, Chicago Department of City Planning), Philip Jacobson (National Community Relations Advisory Council), the Rev. C. Umhau Wolf (St. Paul's Lutheran Church, Toledo), and Dr. Gordon Zahn (Loyola University, Chicago) drew stimulated discussion.

> ABRAHAM CITRON (Jewish Community Council, Detroit) was Conference Chairman; subcommittees were headed by CHARLES LIVERMORE (Chicago Commission on Youth Welfare), FRANK W. FAGER (Toledo Board of Community Relations), MARGARET GARRITY (President's Committee on Government Contracts), WALTER R. GREENE, JR. (Michigan FEPC), and SAMUEL J. SIMMONS (Michigan Labor Mediation Board).
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> Delegates voted to hold the second Great Lakes regional conference at the Merrill-Palmer School in Detroit, in June, 1961. ./.

Meanwhile, from WADE MACKIE (American Friends Service Committee, Baton Rouge), Regional Chairman, comes word of plans for a South Central regional conference in Little Rock next November.

Northeast Regional Chairman EMANUEL MURAVCHIK (Jewish Labor Committee) reports formation of a regional Committee on Fundamental Issues. First two meetings in New York City were devoted to a discussion of issues underlying "benign quotas" and were based on a paper prepared by Dr. DAN DODSON (New York University Center for Human Relations).

COMMISSION APPOINTMENTS ANNOUNCED

* NAIRO's Commission on Manpower Utilization will be headed by Dr. JOHN HOPE, II (Race Relations Department, Fisk University, Nashville).

* NAIRO's Commission on Interreligious Relations will be chaired by the Rev. Will Campbell (Race Relations Department, National Council of Churches, Nashville).

COMMITTEE TO SURVEY PROFESSIONAL ETHICS

The Board has named a special committee to survey and study the entire question of professional ethics and standards as they relate to professional status, reputation, livelihood, and job tenure. The new body was instructed to report to the Board with recommendations of areas in which NAIRO should take an active interest, of governing policy, and of procedure.

JOHN MORSELL (NAACP, New York City) will chair the committee. Named as members were: JOSEPH MONSERRAT (Commonwealth of Puerto Rico Migration Division, New York City), LOUIS RADELET (NCCJ, New York), PAUL KLEIN, IRVING GOLDABER (New York City Commission on Intergroup Relations), and THEODORE LESKES (American Jewish Committee).

Action grew out of continuing complaints of violation of professional ethics or standards, or both, in job dismissals and appointments. Lacking both policy and procedure to govern investigation and action in such cases, NAIRO has been unable to deal with these.

1962 CONFERENCE SITE SELECTED

The Board of Directors accepted the invitation of Washington, D.C. to hold NAIRO's Sixteenth Annual Conference in that city, in November, 1962. The bid was submitted by DAVID SAWYER (Commissioners' Council on Human Relations), on behalf of the District Commissioners and of local professionals.

(As voted and announced last year, the 1961 Conference will be held in San Francisco. Dates: November 7-10, 1961).

INTERNATIONAL RELATIONS COMMITTEE AT WORK

NAIRO's Committee on International Relations has proposed a year-long survey of intergroup relations tensions, problems, and approaches throughout the world. The final report would be given wide circulation here and abroad, and would form the basis for

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an international conference on intergroup relations work, projected for 1963. If the project receives NAIRO Board approval, the Committee will seek foundation support.

FRANK LOESCHER (U.S.-South Africa Leadership Exchange Program) chairs the committee, with the following members: ARNOLD ARONSON (National Community Relations Advisory Council), EDWARD RUTLEDGE (New York SCAD), DAVID DANZIG (American Jewish Committee), MARGARET GARRITY (President's Committee on Government Contracts), WILLIAM GREMLEY (Cleveland Community Relations Board), JOSEPH MONSERRAT (Commonwealth of Puerto Rico Migration Division), JAMES MADISON (National Recreation Association), Max Wolff (Commonwealth of Puerto Rico Migration Division), and Tartt Bell (American Friends Service Committee).

MAIL BALLOT APPROVED FOR 1960

Election of officers, directors, and Nominating Committee will again be conducted by mail ballot in 1960. The Board voted acceptance of the mail ballot recommendation presented by Nominating Committee chairman BOOKER T. MC GRAW (Housing and Home Finance Agency, Washington, D.C.).

Following procedure instituted last year, the Nominating Committee will circulate its official slate in early September. Opportunity will then be given for nomination by petition (signed by any three members in good standing) of additional candidates. Official ballots will be mailed out in early October, and results will be announced at the meeting in Cincinnati.

SPECIAL INQUIRY PROPOSED

An inquiry into "Intergroup Relations and the Public Interest" has been proposed to the NAIRO Board by the Special Interdisciplinary Committee headed by Dr. EDWARD OLSEN (NCCJ, Chicago). As outlined, the year-long survey would follow lines developed by Dr. Wayne A.R. Leys (Dean of the Graduate Division, Roosevelt University, Chicago) in a recent Rockefeller Foundation project, "Philosophy and the Public Interest."

Focus would be on the interrelationship of majority, minority, and individual rights -- in the intergroup relations context -- and on some of the specific questions raised by the expanding regulatory role of government in the area of civil rights ("Is there any conflict between civil rights laws and individual civil liberties?").

The Board will consider the proposal at its September 16-17 meeting.

NAIRO MEMBERS ON THE MOVE

MARGARET GARRITY became executive director of the President's Committee on Government Contracts on June 5th, moving to Washington, D.C., to fill the post vacated some months ago by JACOB SEIDENBERG (now a private consultant). Maggie, who is immediate past president of NAIRO, had been Midwest Regional Director of PCGC since 1957.

PERCY WILLIAMS has been named as acting Midwest Regional Director of the President's Committee on Government Contracts, succeeding MARGARET GARRITY, under whom he had served as assistant.

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JOHN MC DERMOTT will become executive director of the Catholic Interracial Council of Chicago in September -- upon his return from Nigeria! John, employed most recently by the Federal Housing Administration, has just completed a semester's sojourn at Brandeis University, where he held one of the coveted Lasker Fellowships in Civil Rights and Civil Liberties.

Other Lasker Fellows this year included WALTER CARRINGTON (Massachusetts Commission Against Discrimination) and LEWIS DEER (United Christian Missionary Society).

Edward A. Marciniak has been named as executive director of the Chicago Commission on Human Relations, a post vacant since the death of FRANCIS MC PEEK nineteen months ago. Ed, long-time director of the Catholic Council on Working Life, was one of the founders of the Chicago Council Against Racial and Religious Discrimination.

WILLIAM KARP has left his post as director of Chicago's Bureau on Jewish Employment Problems, may now be reached at home: 1150 Lake Shore Drive, Chicago.

LLOYD DAVIS, who left the Chicago Catholic Interracial Council staff earlier this year, is now an intergroup relations specialist for the Urban Renewal Administration (HHFA). Lloyd operates out of Chicago and is responsible for the ten midwestern states that constitute Region IV.

ALBERT NELLUM, formerly another Chicago Catholic Interracial Council staffer, is now working for the Chicago Commission on Youth Services.

HAL FREEMAN has joined the Chicago Commission on Human Relations staff, with responsibility for intergroup relations matters involving hospitals.

PHILIP WINKFIELD has been named as executive director of the Denver Commission on Community Relations, replacing HELEN BURKE (now retired). Phil was formerly associate director of the Denver Urban League.

ALEXANDER J. ALLEN is the new associate director of the National Urban League, filling a spot vacant since the death of R. MAURICE MOSS. Joe had until recently served as the League's Special Projects Director, while on leave from his job as director of the Pittsburgh Urban League.

ROBERT T. ADAMS is the new executive director of the Kansas City Commission on Human Relations, coming to the post from the active ministry (United Church of Christ) in Buffalo.

EDWARD E. SHELTON has assumed his duties as executive director of the Des Moines Commission on Human Rights, coming to the post from the Pennsylvania Fair Employment Practice Commission (Pittsburgh).

SANFORD KAHN has joined the staff of the Philadelphia Commission on Human Relations as a field representative.

EVELYN MERSON left the New York City Commission on Intergroup Relations this winter to become Mrs. IDELSON, is now living in Washington, D. C.

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NAIRO NEWSLETTER

ROBERT CLAYTON, late of the New York City Commission on Intergroup Relations, is now employed by the United Housing Foundation (New York City builders of non-profit co-operatives).

JOSEPH MONSERRAT has been named as national director of the Commonwealth of Puerto Rico Migration Division, replacing CLARENCE SENIOR. Joe, one of NAIRO's vice-presidents, had served for years as the director of the Division's New York office; he will be succeeded there by Ralph Rosas, presently on the staff of the N.Y.C. Commission on Intergroup Relations.

CLARENCE SENIOR is currently engaged in a study of migration and urbanization for the American Society of Planning Officials.

ANTHONY VEGA has moved from the Commonwealth of Puerto Rico Migration Division's Mid-west Regional office (Chicago) to its Delaware Valley Area office (Camden, New Jersey).

CORIENNE MORROW has left the staff of the N.Y.C. Commission on Intergroup Relations.

IRVING FERMAN resigned on June 1st as executive vice-chairman of the President's Committee on Government Contracts, to become vice-president of the International Latex Corporation.

GEORGE and EUNICE GRIER have left their research posts with the New York State Commission Against Discrimination, will now do independent research, writing and consultant work.

AARON ANTONOVSKY, currently studying in Iran as a Fulbright Fellow, has resigned officially as research director of New York SCAD; he had been on leave of absence until this month.

RICHARD DOWDY, formerly of the Pittsburgh Urban League, has been working for some months as human relations adviser to the City of New Haven (primarily in urban renewal and relocation).

WILL MASLOW is acting executive director of the American Jewish Congress, replacing Isaac Toubin (who is now executive director of the American Association for Jewish Education).

BERNICE COFER has left her post as secretary of the Department of Christian Friendliness, American Baptist Home Mission Societies.

RICHARD SHAPIRO has moved from the #2 spot in the Anti-Defamation League's New Jersey Regional Office to the same role in the Southeastern Regional Office (Atlanta).

IRVING KORNBLIET has been named as assistant to the Chairman of the New York State Commission Against Discrimination.

WILLIAM DOUTHIT, formerly industrial relations secretary of the St. Louis Urban League, is now executive director of the Oklahoma City Urban League.

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Dr. FRANK LEE has left his position at the University of California and can be reached at Box 231, Cold Spring Harbor, Long Island New York.

NAIRO MEMBERS MAKE THE NEWS, TOO.

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*                                       *
*  With deep regret, we announce the    *
*  death on May 31st of BORIS JOFFE,    *
*  long-time executive director of the  *
*  Jewish Community Council of Metro-   *
*  politan Detroit.                     *
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HAROLD LETT (NCCJ, Washington, D.C.) received the honorary degree of Doctor of Humane Letters (L.H.D.) from Rutgers University on June 8th.

Student member MELBA INGRAM (New York University) will marry Charles Taylor on August 31st.

JOHN RIORDAN (executive secretary, San Francisco Commission on Equal Employment Opportunity) passed the California bar examination this spring.

MARSHALL BRAGDON (Mayor's Friendly Relations Committee, Cincinnati) was honored by Wesleyan University, Connecticut, on June 11th. He was one of three to receive the Distinguished Alumnus Award for "unusual or dedicated service to the community, state, national or world." Marsh was also asked to present a paper at the Alumni-Faculty Seminar this year.

JACOB WITTNER (New York SCAD) is teaching a summer course on "Civil Rights Legislation" at The New School in New York City.

ROLAND SAWYER (United Steelworkers of America, Pittsburgh) will act as Fair Housing Campaign Director for the Pennsylvania Equal Rights Committee this year.

GEORGE and EUNICE GRIER are twice in print this season: "Privately Developed Interracial Housing," a volume in the Commission on Race and Housing series (University of California Press, $6.00), and "Discrimination in Housing: A Handbook of Fact," one of the Freedom pamphlet series (Anti-Defamation League, 50¢). George and Eunice were profiled in "House & Home" this March, just after publication of their book.

JOHN HOPE, II (Race Relations Department, Fisk University) has an important chapter on "The Problem of Unemployment As It Relates to Negroes" in the recent publication, "Studies In Unemployment," issued by the U.S. Senate Special Committee on Unemployment Problems.

ALEXANDER J. ALLEN (National Urban League) has, since the last NEWSLETTER, become the father of a baby daughter.

FREDERICK ROUTH (Michigan FEPC) has been named to a new Advisory Committee on Intergroup Relations in the Episcopal Church. (Other members: Thurgood Marshall, ./.

Kenneth Clark, Dr. Thomas Pettigrew, and the Rev. Will Campbell.)

ROBERT GREENE (American Jewish Committee, Washington, D.C.) will marry on July 3rd, culmination of a Brandeis University campus romance launched while Bob was a Lasker Fellow there in 1959.

RONALD STEWART (Chicago Urban League) married Miss Roma Jones in mid-May.

ALVIN PREJEAN (Chicago Urban League) married Miss Clarice Laurence this spring.

WILLIAM GREMLEY (Cleveland Community Relations Board) has been elected to a three-year term as Trustee of the Nationalities Services Center.

RAPHAEL O. LEWIS (Chicago Urban League) received a Master's degree in Economics from the Illinois Institute of Technology this winter.

WADE MACKIE (American Friends Service Committee, Baton Rouge) was the Louisiana Civil Liberties Union delegate to the ACLU Biennial Conference in Chicago this April.

CARL BRADEN (Southern Conference Educational Fund) won a round in his struggle with the House Committee on Un-American Activities when the U.S. Supreme Court agreed, in April, to hear his appeal seeking reversal of a year's sentence for contempt of Congress.

Presently serving on the Board of Directors of the National Catholic Conference for Interracial Justice (and overlooked in the last NEWSLETTER) are: DENNIS CLARK (Philadelphia Commission on Human Relations), LLOYD DAVIS (Urban Renewal Administration, Chicago), GEORGE K. HUNTON (Catholic Interracial Council, New York), MILDRED H. MAHONEY (Massachusetts Commission Against Discrimination), and FRANCIS C. SHANE (United Steelworkers of America, Pittsburgh). The NCCIJ will meet in St. Louis on August 25-27th.

Bound for Europe this summer on work or for pleasure, or both: THELMA BABBITT (American Friends Service Committee, Little Rock); DAVID DANZIG (American Jewish Committee, New York); the Rev. TRAFFORD P. MAHER, S.J. (St. Louis University Human Relations Center).

REGINALD A. JOHNSON (National Urban League) and ROBERT HALE (Syracuse Office of Urban Renewal) served as chairman and co-chairman, respectively, of the Urban Community Planning Workshop at the 16th Annual Institute of Community Leadership in Albany this month.

Fisk University's 17th Annual Institute of Race Relations, now underway, will hear among others: ROBERT B. JOHNSON (Field Foundation, New York), HELEN PETERSON (National Congress of American Indians), and J. OSCAR LEE (Race Relations Dept., National Council of Churches).

Frank Horne (N.Y.C. Commission on Intergroup Relations) is recuperating after a stroke several weeks ago. Progress reports are good! (Frank may be addressed now at: New York State Rehabilitation Center, West Haverstraw, New York).

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THOMAS L. SANDERS, formerly executive secretary of the Carver Branch YMCA in Trenton, New Jersey, is now Intergroup Relations Specialist of the Housing and Home Finance Agency in Region II, Philadelphia.

Word has come to us from California that a Catholic Interracial Council has been organized in San Francisco. We note that among its officers are JOHN DELURY (California Fair Employment Practices Commission), Second Vice-President of CIC, and JOHN RIORDAN (San Francisco Commission on Equal Employment Opportunity), Third Vice-President of CIC.

ANSEL P. SIMPSON, formerly Professor of Sociology at the University of Missouri, will assume new duties as Associate Professor of Social Science at the Elizabeth City State Teachers College in Missouri.

SAMUEL SPIEGLER, the capable editor of our JOURNAL, has undergone an eye operation and will convalesce in San Juan, Puerto Rico.

THE LAST WORD

A sample copy of a new magazine, CURRENT, is enclosed for your information. NAIRO endorses no publications (except its own noteworthy JOURNAL OF INTERGROUP RELATIONS), but we thought that you would want to know about this new venture. Material of intergroup interest may be found on pp. 47-50.

NAIRO vacations will be abbreviated during the present crisis, but the executive secretary will be hard-to-find between June 27-July 4 and August 13-21. FRANKYE BROWN will take her vacation in odd days this summer and scattered weeks this fall and winter.

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POLITICAL NEWS NOTE: Your Executive Secretary will gratefully receive 1960 additions to his collection of political campaign buttons. Presidential pins will be plentiful, but those issued for state or local candidates are rarer and harder to come by.

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NAIRO
July, 1960

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

NAIRO Newsletter

JUNE 1964

2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

ALEXANDER J. ALLEN, President FREDERICK B. ROUTH, Executive Director

Eleanor Roosevelt Memorial Foundation Supports NAIRO Intern Training Program

The Eleanor Roosevelt Memorial Foundation has made grants to NAIRO totaling $127,500.00 in support of NAIRO's Intern Training Program. NAIRO has used the money to grant $2,500 to each Intern; this amount is matched by the agency to which an Intern is assigned, making the annual stipend $5,000 for each Intern.

Last Fall, the NAIRO Board established a Career Service Board to supervise a re-activated intern train-

(Continued on Page 2)

NAIRO Human Rights 'Interns' are greeted by Ambassador Adlai E. Stevenson, Chairman of the Eleanor Roosevelt Memorial Foundation, as they begin one-year work-study program designed to provide the nation with additional workers and leaders in human rights field. Pictured from left to right are: Martin E. Henner, Mr. Stevenson, Edith Barksdale, a former Peace Corps veteran who served in The Philippines, and Mrs. Constance Garcia.

INTERN TRAINING *(Continued from Page 1)*

ing program. Dr. Herman Long, President of Talladega College and former NAIRO President, was asked and agreed to serve as Chairman. Other persons who agreed to serve on the Career Service Board are: Alexander J. Allen, Arnold Aronson, John Buggs, Dr. Martin P. Chworowsky, Oscar Cohen, George Culberson, David Danzig, Dr. Dan Dodson, John G. Feild, Harold Fleming, K. C. Jones, Jr., Mrs. Charlotte Meachem, Mr. Edwin Lukas, Dr. John Morsell, Dr. Samuel Nabrit, Mrs. Louis Reisenstein, Frederick Routh, Edward Rutledge, George Schermer, Don Slaiman, Mrs. Betti Whaley and John H. Wheeler.

The Institute on Human Relations of the American Jewish Committee, under a separate grant from the Eleanor Roosevelt Memorial Foundation, provides a ten day intensive seminar for Interns at the beginning of their year's training. Max Birnbaum, AJC's Director of Training, serves as seminar leader. The Intern's travel and maintenance expenses for the seminar are provided for in the grant the Foundation made to AJC, as are the costs of staffing and materials preparation.

Today there are twenty-four Interns receiving on-the-job training with a wide variety of agencies. The Interns and their agency assignments follow:

Mark L. Alter, D.C. Commissioner's Council on Human Relations; Edith Barksdale, Encampment for Citizenship; George T. Bess, Urban League, S. E. Regional Office; Brereton W. Bissell, New Haven Human Relations Council; Toye L. Brown, Urban League of Greater N.Y.; James Clay, Kentucky Commission on Human Rights; William P. Condo, N.Y. City Commission on Human Rights; Sam J. Dennis, Catholic Interracial Council, Chicago; Elinor Dobbins, N.Y. State Education Department; John Due, Jr., Southern Voter Educ. Project, SRC; Nancy Dyer, Urban League of St. Louis; Joan Franklin, NAACP Legal Defense Fund; Constance Garcia, Urban League of Greater N.Y.; James M. Gilbreth, Missouri State Human Rights Commission; Martin E. Henner, American Jewish Committee, Philadelphia; Doris Jordan, Neighbors, Inc. (D.C.); Charles S. Kamen, Jewish Labor Committee; Karen Krueger, Urban League of Greater, N.Y.; Amy W. Paige, U.S. Civil Rights Commission; Kenneth R. Rashid, Univ. Neighborhood Council (D.C.); Eugene Solon, Industrial Union Department, AFL-CIO; Sue Turnbull, Chicago Urban League; Roland Yaeger, Monroe County (N.Y.) Human Relations Commission; and Marv Zommick, The Urban League of Philadelphia.

The process of selecting twenty-five more Interns and an equal number of agency assignments is underway. Nathan Greene has been employed for a three to four months period to coordinate this phase of the program. Plans now call for the ten day seminar for this second class of Interns to be held starting August 27th; this second group of Interns will report to their agency assignments early in September.

It is hoped that this Intern Training Program will continue for at least two additional years and that we will bring fifty newly qualified persons into the field each year. The need for trained and qualified personnel has reached the crisis stage; we are indebted to the Eleanor Roosevelt Memorial Foundation for its wisdom in understanding this fact and for its generosity in providing the funds necessary to its solution.

LESKES MEMORIAL FUND ESTABLISHED Ted Leskes, long-time NAIRO legal counsel and Director of the Legal Department of the American Jewish Committee, died last winter. Joe Allen, NAIRO President, said "WE have lost a valued friend, our field has lost a valiant leader; the brilliance, the leadership, and the warmth of Ted Leskes will be sorely missed by us all." A memorial fund has been established at Ted's undergraduate school, CCNY, to create an annual award to the student who demonstrates unusual promise in the field of civil rights. Contributions made out to the Theodore Leskes Memorial Fund, may be sent to Louis Levy, Trustee of the Theodore Leskes Memorial Fund, 261 DeVoe Avenue, Yonders, N.Y.

NAIRO MEMBERS ON THE MOVE Our members continue to change jobs as conditions change and opportunities open. Listed below are some of the personnel changes which have taken place in recent months. This column will, no doubt, be much longer after the civil rights bill becomes effective. Alexander "Joe" Allen, Executive Director, Urban League of Greater New York. John I. Binkley, Associate Director, State Advisory Committees, US Civil Rts Com., Randolph W. Carter, Exec. Sec'y, Washington State Board Against Discrimination. Abe Citron, Director, Jewish Community Council of Cincinnati. Frances Cousens, Project Director, Wayne State University. John G. Feild, Director, Community Relations Service, US Conference of Mayors. Homer C. Floyd, Exec. Sec'y, Topeka (Kansas) Human Relations Commission. Michael Gaines, Exec. Dir., Minneapolis Human Rights Commission. Alvin F. Friedman, As'st Vice Pres., Amalgamated Trust & Savings Bank (Chicago). Burton I. Gordin, Exec. Dir., Michigan Civil Rights Commission. Arthur Johnson, Assoc. Dir., Michigan Civil Rights Commission John V.P. Lassoe, Jr., Director, Christian Social Relations, NY Episcopal Diocese. Frances Levenson, Legal Counsel, NY City Commission on Human Rights. Ernest Russel, Exec. Sec'y, Des Moines (Iowa) Commission on Human Rights. Edward Rutledge, Exec. Dir., Nat'l Committee Against Discrimination in Housing. Richard Shapiro, Program Division, U.S. Civil Rights Commission. Gregory Shinert, Exec. Dir. Lexington (Ky) Human Relations Commission. Samuel Simmons, Dir., State Advisory Committees, US Civil Rights Commission. Jack Wood, Assoc. Dir., Nat'l Committee Against Discrimination in Housing. Marian Yankauer, Research Division, US Civil Rights Commission.

PRESIDENT'S CORNER This is my first message, other than my Inauguration Address, to you since becoming President of our Association. It is much later than any of us would wish but time has flown these last few months and I wanted it in the Newsletter. Hopefully the Newsletter will now be put out on a monthly basis.

Much has happened since I took office at our Annual Meeting in Cleveland, during those tragic days in late November. I need not tell you what the headlines of the nation's dailies have told the world about progress and retrogression in human rights in our nation and abroad.

I would, however, speak of the progress that NAIRO has made in recent months; it would not be accurate or fair to claim credit for all that has been accomplished for much of our progress rests on the previous leadership of NAIRO: on Ed Rutledge, Lloyd Davis, George Culberson and further back; much of it rests, too, on hard working Board Members and staff.

Several things seem of unusual merit. As is reported elsewhere in this issue of the Newsletter, we have reinstituted a major Intern Training Program; thanks to the Eleanor Roosevelt Memorial Foundation we now have 24 Interns training on-the-job; by September, 25 more will be at their agency assignments. This is of great significance to our field.

The special Issue of the **Journal of Intergroup Relations,** "Public School Segregation and Integration in the North" has proved a valuable report to civil rights and school administrators who want to correct inequities in their school systems. This was prepared by NAIRO's Commission on School Integration; even though many extra copies were printed, the supply was quickly exhausted and more had to be secured.

The Special Report: "A Memorandum to Municipalities: **Guidelines for Municipal Human Relations Committees**" prepared by an Ad Hoc Committee, chaired by Galen Martin, has wide-spread acceptance in the Border States and Mid-South as well as in the rest of the nation. More than 2,000 copies have been sold to date. We are sending you a copy with this Newsletter.

The arrangements have been made, again as reported in this issue, to reissue the **Directory of Intergroup Relations Agencies** with Paid Professional Staff. Brotherhood-in-Action and faculty of the University Michigan School of Social Work are cooperating in this effort.

Staff and NAIRO members are in constant communication with federal officials as new plans are developed and as new efforts are undertaken. Cooperation is developing with those who are planning the direction and staffing of the Community Relations Service and the Equal Employment Opportunities Commission.

Our Association continues to grow; 85 new members have joined our ranks since the last Annual Meeting.

CODE OF CONDUCT

The following is a Code of Conduct suggested by Carl T. Rowan, Director of the United States Information Agency (USIA), on "Youth Night" at the 1964 Annual NAACP Convention, held in Washington,D.C.

"1. *I shall so conduct myself and my protest efforts that no one can ever justly say that I exhibited less dignity, less responsibility, less self-respect than the Civil Rights Law of 1964 embodies and seeks to protect.*

"2. *Not only shall I oppose those who inject violence and hooliganism into the civil rights struggle to the great discredit of those who have sacrificed in a dignified way, but I shall not attempt to use this law to stir up trouble for the mere fact of proving that trouble is still easy to find.*

"3. *At the same time, I shall regard seriously the guarantees of human rights included in this law, so I shall not accept racial indignities and discriminations in meek silence. In the normal course of acting like a full-fledged American citizen, I shall challenge, and ask my government to deal with, all who violate this new law.*

"4. *I shall not be unmindful of the limitations of law, or of the role of the private citizen, in promoting social change. So I shall so strive toward excellence that I shall be regarded as an asset to the law and its implementation, just as I expect the law to be an asset to me.*"

INTERGROUP DIRECTORY TO BE RE-ISSUED The **Directory of Intergroup Relations Agencies** with professional personnel, last issued in 1959 will be reissued this Fall. This is a cooperative undertaking with staff from Brotherhood-in-Action, University of Michigan School of Social Work and NAIRO participating. We need information about agencies in your area, particularly new agencies—those which have come into being since 1958 when the last compilation was made for the '59 Directory. **Please send information to:** Miss Janet Ross, Brotherhood-in-Action, 560 7th Ave. New York, N.Y. 10018. **Your cooperation is urgently requested.**

Finally, NAIRO is back in the black financially; all our debts have been paid; we have a modest balance in the bank. The Field Foundation, after giving NAIRO a $5,000 grant in 1962, gave us a three year grant of $7,500 for each of the next three years. The Taconic Foundation has again given us a grant of $7,500; the Eleanor Roosevelt Memorial Foundation is providing funds to administer the Intern Training Program—in addition to the $125,000 they gave for Interns.

Thus far, it has been an exciting and challenging time to be NAIRO President; with the help of your Officers, the Board and staff I promise you continued efforts to make our Association significant.

THE DIRECTOR'S BOX

The civil rights bill, passed by the House and Senate, and signed by the President, is now the law of the land. It would, therefore, seem the better part of wisdom to prepare our respective communities to accept and comply with the provisions of the bill, since it is now effective and must be enforced.

There are many areas of the country—North and West as well as South—where certain provisions in the bill are not in common practice. Many non-Southern states have public accommodations statutes which are not vigorously enforced because the mechanism is too cumbersome; no Southern state and few border states have such laws; the Federal Civil Rights Act of 1964 will bring far reaching changes. This is an area where the intergroup relations agencies can be of great service to the nation by preparing their communities to accept and obey the law.

"Inevitability" and "workability" were twin concepts found useful in working with Southern school administrators on desegregation. They should prove useful in the current situation for they are valid. State and city officials, business leaders and chambers of commerce, religious, labor and civic leaders have a stake in seeing that transition does not bring disorganization with it. They should be enlisted, wherever feasible, in preparing the community to accept and comply with the law.

It is to be anticipated that the direct action groups will "test" the policies of many establishments; communities should be prepared to accept this calmly—the role of interpreter is an important function of the intergroup relations agency. A community which anticipates such happenings and is aware of their legality is not apt to lose its head.

Experience in Louisville, Kentucky, indicates that cities with Southern exposures can peacefully resolve such problems in good faith compliance; restaurants in Atlanta and Charlotte have found that the roof doesn't fall in and regular customers do not stop patronizing their facilities when they are opened to all citizens. Other communities need to know this.

The other provisions of the Civil Rights Bill of 1964 will reach into many communities—again, both North and South. It empowers the Federal Government to speed school desegregation; it establishes an Equal Employment Opportunity Commission; it strengthens the right to register and vote; it makes possible, not mandatory, the withholding of federal funds from states not in compliance with federal non-discrimination rulings and provisions. It would be wise for intergroup relations professionals to write their Congressmen to obtain a copy of the bill in its final form.

Again, it would be the better part of wisdom for intergroup relations professionals to acquaint their communities with these provisions of the bill and their likely implications for the local situation.

Following the 1954 Supreme Court school decision there was a lull in pro-enforcement activities; into this vacuum strode the opponents. There is a heavy responsibility on the part of intergroup relations professionals to see that this is not repeated. We must rely on the government agencies to enforce the law but intergroup relations agencies are uniquely equipped to help build a climate of public opinion wherein the law is understood and accepted as another step toward bringing common practice closer to constitutional promise: A free society in which the rights of the individual are sacred and where equal opportunity for all citizens is practised.

DIRECTOR'S ACTIVITIES Fred Routh has been busy on a wide front since the last issue of the NAIRO Newsletter. Much of his time had been spent on the Intern Training Program, servicing the Career Service Board, and counselling with members on career changes and advancement. More than eighty members have been by the office to confer on opportunities; the number of letters is double that.

Visits have been made to Chapters or NAIRO Groups in Atlanta, Los Angeles, Louisville, Los Angeles, New York and Washington, D. C.

Consultations have been held with staff of the U.S. Post Office Department, State Department, Labor Department, and the President's Committee on Equal Opportunity in Housing. Also with the Human Relations Committee of the D.C. School System, the Southern Interagency Conference, National Committee Against Discrimination in Housing, United Auto Workers, the US Conference of Mayors and the Washington School of Psychiatry.

Conferences have been attended or participated in with Buffalo School of Law, Conference of Commissions on Human Rights, Episcopal Society for Cultural & Racial Unity, National Catholic Conference for Interracial Justice.

PENNY WRIGHT JOINS NAIRO STAFF Mrs. Penelope (Thomas) Wright has joined the NAIRO staff as Secretary and Administrative Assistant. She brings to the job experience with the American Civil Liberties Union and the America-Israel Society. Penny replaces Jane Leeds who tragically died the end of last year.

CLEARING HOUSE ON JEWISH SUBJECTS IS ESTABLISHED The YIVO Institute for Jewish Research, 1048 Fifth Avenue, N.Y. 28, N.Y., has established a clearing house and index to Jewish subjects in current American humanistic and social research. Cooperating scholars will receive an annual list of studies registered with the clearinghouse.

RACE RELATIONS NEWSLETTER FOR BUSINESSMEN David Apter & Associates of 1145 19th St., NW, Washington, D. C. 20036—will soon offer a newsletter to give factual up-to-the-minute information to policy-making executives; personnel, public relations, and advertising directors; trade associations and chambers of commerce. Assisting Mr. Apter is Evelyn Merson Idelson, long-time NAIRO member and former editor of **Trends in Housing.**

NAIRO OFFICES AIR CONDITIONED Thanks to the generosity of the Washington NAIRO Chapter, the national offices are air-conditioned. The Washington Chapter held two fund raising functions and presented sufficient funds to NAIRO to air-condition the offices. National staff members are deeply grateful and promise increased productivity over last summer in return for this considerate act.

NATHAN GREENE COORDINATES NAIRO INTERN PROGRAM Nate Greene (Bob's brother) has come with NAIRO to coordinate the second round of the Intern Training Program. He is performing the function which John Feild so ably did for round one Interns and agencies. This is a three to four month assignment and NAIRO was fortunate to find a person with Greene's background available for a temporary position.

NAIRO WATCHING FEDERAL PROGRAM DEVELOPMENTS The national office of NAIRO is in touch with federal officials responsible for developing and staffing the Community Relations Service and the Equal Employment Opportunity Commission provided for in the civil rights bill. NAIRO members will be advised as plans unfold.

EACH ONE, GET ONE CAMPAIGN OPENS We are anxious to expand the out-reach of NAIRO; perhaps the best way that this may be done is through a membership which encompasses the majority of those who work in the field of intergroup relations. We have decided on a new approach to this effort: enclosed with this issue of the Newsletter is a membership application form. Please take it to a friend who is not now a member of your Association and solicit his or her membership. We need new members and we need YOU to get them.

NEW NAIRO CHAPTERS Congratulations are in order to those who brought about the formation of three new NAIRO Chapters in recent months. The new chapters and their respective chairmen are: Connecticut State Chapter, Lloyd Davis, Chairman; Louisville & Kentucky Chapter, Robert Jones, Chairman; Massachusetts State Chapter, Muriel Snowden, Chairman.

EIGHTEENTH ANNUAL NAIRO CONFERENCE

THE DEEPENING CRISIS IN INTERGROUP RELATIONS is the theme of the eighteenth annual NAIRO Conference which will be held in New York City, October 7-8-9. Conference hotel is The Park Sheraton Hotel.

Saal Lesser, 1964 Conference Chairman, reports that arrangements are in good shape for a truly significant conference. One session will cover Protest Movements, Civil Disobedience, and Lawlessness. Another will deal with Political Aspects of Intergroup Relations in Employment, Housing, Education, Public Accommodations. Another will explore the relationship between the War on Poverty and Intergroup Relations.

Detailed information on the Conference is ready for mailing and will be in the hands of NAIRO members shortly. IT IS URGENT THAT YOU MAKE RESERVATIONS EARLY; the World's Fair will still be on and hotel accommodations will be at a premium. The hotel is holding a large block of rooms for NAIRO delegates but they need to know SOON how many of us to expect. The Conference Committee mailing will include a hotel reservation card. . . please get it in promptly.

NAIRO NOMINATIONS COMMITTEE REQUEST The NAIRO Nominations Committee is in process of creating a slate of Officers and Board Members to go on the ballot. They are anxious to hear from members and to receive any nominations they may have. Listed below are the members of the Nominations Committee and their regions and addresses: Chairman: John I. Binkley, (Mid Atlantic), US Civil Rights Commission, Washington 25, D.C. Great Lakes: Mathew Ahmann, NCCIJ, 21 West Superior Street, Chicago 10, Ill. Northwest: Louise Blackham, Civic Unity Com., 1319 2nd Ave., Seattle 1, Wash. Mid-South: Will Campbell, P.O. Box 1083, Nashville, Tenn. Southeast: Ruby Hurley, NAACP, 859-1/2 Hunter St., N.W., Atlanta 14, Ga. Southwest: Larry Lucks, FEPC, 107 South Broadway, Los Angeles, Calif. Northeast: Joseph Monserrat, Puerto Rican Labor Dept., 322 W. 45th, N.Y. 36, N.Y. Rocky Mtns: Helen Peterson, Route 1, Box 296-D, Englewood, Colorado. South-Central: Richard Shapiro; US Civil Rights Commission, Washington 25, D.C. North Central: Philip Waring, Rm 200 Municipal Courts Bldg., St. Louis 3, Mo.

EMPLOYMENT OPPORTUNITIES

DADE COUNTY, FLORIDA: Community Relations Board; Community Relations Officer; Salary Range $10,000-$11,000; Education requirement: Bachelor's Degree from accredited college or university in Psychology, Sociology, or Human Relations; graduate work preferred (MA may substitute for 2 years of experience requirement.) Experience requirement: Ten (10) years of varied work in human relations; five years on supervisory or responsible staff level. Duties & Responsibilities: Responsible to County Manager and will function as executive secretary of the Community Relations Board. Contact: Personnel Department, Metropolitan Dade County, 1351 NW 12th Street, Fifth Floor Justice Bldg., Miami 35, Florida.

EVANSTON, ILLINOIS: Community Relations Commission; Executive Secretary; Salary $9,000 for further information contact: Mr. Richard J. Nelson, Chairman, Community Relations Commission, Municipal Bldg., Evanston, Ill. 60204.

NEW ROCHELLE, N.Y.: Human Relations Commission; part time Executive Director; salary $6,000; good opening for grad student or retired pro; contact: Alexander F. Miller, ADL, 315 Lexington Ave., NY 16, N.Y.

NEW YORK STATE: State Commission For Human Rights; Senior Field Representative (No. 8522) (ten vacancies) Salary range: $9,570-$11,510; (seven years experience required). Field Representative (No. 8521) (two vacancies) Salary range: $8,175-$9,880 (five years of experience required). In both cases, BA may be substituted for two years experience; MA for one year; Law Degree for three years. Written and Oral Tests required. Applications accepted until August 10th, 1964; Exam to be held September 12th, 1964. Contact: Calvin S. Miller, Senior Recruitment Representative, Examinations Div. R-4 New York State Department of Civil Service, The State Campus, 1220 Washington Avenue, Albany, N.Y. 12226.

NORTH CAROLINA: The North Carolina Fund has selected seven communities for a major assault on poverty. Local sponsors are seeking persons with backgrounds in social work, education, health, extension services, community organization and development, and related fields to serve on project staff. Expected duration: 4 years. Salaries range up to $15,000. Contact: William H. Koch, Jr., Director of Community Development, the North Carolina Fund, P.O. Box 687; Durham, N. C. 27702.

OAKLAND, CALIFORNIA: Redevelopment Agency of the City of Oakland; Owner Participant Consultant; Salary range (monthly) $735-765-795-825-855; Position requires five years experience and training in group dynamics and neighborhood organizations. The Owner Participant Consultant "will have a primary responsibility for the social aspects of rehabilitation in conjunction with an urban renewal program emphasizing the physical rehabilitation of an existing neighborhood. Contact: Mrs. Elizabeth Robbins, Conservation Officer; Oak Center Conservation Site Office; 1175 Fourteenth Street; Oakland 7, Calif.

SAN FRANCISCO, CALIFORNIA: Council for Civic Unity; Executive Director; Minimum Salary $9,000; Educational requirement not specified but duties suggest a person trained in intergroup relations, community organization, sociology, psychology, journalism, law or public administration. Experience requirement not specified but duties suggest a senior practitioner. Contact: Mrs. Karl F. Hanson, Chairman Personnel Selection Committee; Council for Civic Unity; 437 Market Street; San Francisco, California.

SOUTH CAROLINA: Penn Community Services, Inc. Program Director, Salary: $7,000; Educational requirement not specified; experience required; community organization, administrative work, writing, and fund raising. One half time will be spent coordination two field projects and one half time as administrative assistant to the Director; Contact: Courtney Siceloff, Penn Community Services, Frogmore, South Carolina.

UNIVERSITY CITY, MISSOURI seeking a Community Relations Consultant to work with City Manager and the Human Relations Commission; Salary range: $7,000-$9,000; Educational Requirement; Graduation from 4-year College or University with major in social or political sciences. Experience Requirement: Neighborhood organization, investigation, neighborhood stabilization, speaking, writing, etc. Contact: Charles T. Henry, City Manager; 6801 Delmar Blvd.; University City, Missouri.

UNITED STATES GOVERNMENT: Those members interested in seeking employment with the Federal Government are urged to complete a Form 57 (available at your post office) and send several copies to the NAIRO offices—we have assisted a number of federal agencies in recruiting professional intergroup relations personnel.

NEW MEMBERS SINCE NOVEMBER 15, 1964

WILLIAM WHITAKER ALLISON, Assoc. Dir., Employment on Merit Program, AFSC, P.O. Box 1307, High Point, N.C.

PAGET L. ALVES, JR., Assoc. Dir., National Urban League, 14 East 48th St., New York, N.Y.. 10017

MARK ALTER, Commissioner's Council On Human Relations, District Bldg., Room 208, Washington, D. C.

MR. KENNETH V. ANDERSON, Exec. Sec'y, Human Relations Commission, Saginaw, Michigan.

DR. GROVER C. BAGBY, Div. of Human Relations & Economic Affairs, 100 Maryland Ave., N.E., Washington, D.C. 20002.

MICHAEL L. BAIZERMAN, 2106 Cropsey Avenue, Brooklyn, N.Y. 11214.

RUSSELL B. BARBOUR, Deep Creek Road, Perkiomville, RD 1, Pa.

CLARENCE BARNES, The Pontiac Urban League, 132 Franklin Blvd., Pontiac, Mich.

MRS. JAMES E. BARR, Staff Supervisor, Program Advisor, Girl Scouts of Chicago, 37 S. Wabash, Chicago 3, Illinois.

MRS. JEAN L. BAZEL, Counseling and Interviewing Specialist, Chicago Urban League, 2410 So. Michigan Ave., Chicago, Illinois 60616.

JAMES STEVEN BENNETT, 412 Marietta Drive, San Francisco 27, Calif.

BETTY BINDER, 1736 18th St., N.W., Washington 9, D.C.

BRERETON W. BISSELL, 234 N. College, Grand Rapids, Mich.

MR. RUSSELL BRADLEY, Reg. Dir., 735 Southern Building, Washington, D.C.

RAYMOND R. BROWN, Exec. Dir., Akron Community Service & Urban League, 250 E. Market St., Akron 8, Ohio.

ALBERT CARRIERE, President, Albert Carriere, Inc., Management Information Counsel, 332 So. Michigan Ave., Chicago 4, Ill.

MR. CHARLES H. CASEAU, Coordinator, Citizen's Participation, City of Cleveland, Urban Renewal & Housing Dept., Lakeside Avenue, Cleveland, Ohio.

JAMES E. CLAY, 307 Second St., Frankfort, Kentucky.

JOHN GOIN CHEEKS, Director, Springfield Office, Illinois FEPC, 802 Ridgely Building, 5th and Monroe St., Springfield, Ill.

R. B. CHOATE, JR., 604 Security Bldg., Phoenix 4, Arizona.

DONN DEVINE, Wilmington Housing Authority, Slum Clearance & Redevelopment Agency, 605 West 27th St., Wilmington, Delaware 19802.

REV. FRANCIS M. DOYLE, Exec. Sec'y, Archdoicese Human Rights Commission, 4445 Lindell Blvd., St. Louis, Missouri, 63108.

ELIZABETH DROM, Director of Education, Conn. Commission on Civil Rights, State Capitol Bldg., Hartford 15, Conn.

EDGAR R. DUDLEY, Philadelphia Commission On Human Relations, Room 625, City Hall Annex, Philadelphia 7, Pa.

ELEANOR A. EATON, AFSC, 160 North 15th St., Philadelphia, Pa.

MR. ROBERT W. EHRMAN, 4228 Reno Rd., N.W., Washington 8, D.C.

ALEXANDER W. ERLEN, Comm. Coordinator, Conference of Jewish Organizations, 702 Marion E. Taylor Bldg., Louisville 2, Kentucky.

MORTIMER L. FEIGENBAUM, Reg. Dir., Anti-Defamation League, 1184 Chapel St., New Haven, Conn. 16511.

JOHN W. FLAMER, Pa. Human Relations Commission, L & I Building, Harrisburg, Pa. 17120

THOMAS B. FRANCIS, Exec. Sec'y, City of Boston, Committee for Civic Unity, Pinebank, Jamaica Plain 30, Boston, Mass.

MARJORIE M. FRIEDLANDER, 57 West 10th St., Apt. 3-2, New York, N.Y. 10011.

MICHAEL A. GAINES, Reg. Dir., ADL, 2559 Xenwood Ave., So., Minneapolis, Minn. 55416.

MRS. LOIS H. GATCHELL, Exec. Dir., Tulsa Community Relations Commission, 613 Kennedy Bldg., Tulsa, Okla. 74103.

MARGARET CURTIS HAM, 1035 Euclid Ave., Berkeley, Calif.

DOROTHY E. HAMPTON, Field Rep., Commission on Human Relations, Room 625 City Hall Annex, Philadelphia, Pa. 19107.

MRS. VALESKA S. HINTON, Executive Secretary, Peoria Commission on Human Relations, Room 302, City Hall Bldg., Peoria, Ill. 61602.

PERRY W. HOOKS, Education Director, Commission on Civil Rights, State Office Building, Topeka, Kansas, 66012.

MR. JAMES F. HUGHES, 2725 13th St., N.E., Washington, D.C.

WESLEY HUSS, AFSC, 2160 Lake St., San Francisco, Calif.

BETTY J. JENKINS, 25028 Sunset Drive, Bay Village 40, Ohio

MRS. DONNA M. JOHNSTON, 26 The Drive, Rickmansworth, Herts., England.

ROBERT M. JONES, Ky. Reg. Dir., NCCJ, 501 Republic Bldg., Louisville 2, Ky.

CHARLES S. KAMEN, Jewish Labor Committee, 58 W. 82nd St., Apt. #4, New York 24, N. Y.

RABBI SOLOMON KAPLAN, Reg. Dir., Southwest Council, Union of American Hebrew Congregations, 636 Braniff Bldg., Dallas 35, Texas.

DONALD F. KIRK, Project Planner, Dixwell Project Field Office, New Haven Redevelopment Agency, 223 Dixwell Ave., New Haven. Conn.

NORMAN G. KURLAND, U.S. Office of Education, F.O.B. #6, Room 4A037, Washington 25, D.C.

MRS. DEBORAH LESSER, Encampment for Citizenship, 2 West 64th St., New York 23, N.Y.

JACOB LEVIN, 220 Maplewood Ave., Oakhurst, N.J.

RICHARD J. LEVIN, Phila. Commission on Human Relations, Rm. 416 East Allens Land (Home), Philadelphia 19, Pa.

RICHARD H. LOBENTHAL, 8710 Avalon Drive, Richmond, Va.

EDWIN A. MARKSMAN, Jr., 5905 Eastern Ave., N.E., Washington 11, D.C.

DR. JOHN H. MARVIN, Associate Sec'y for Ethics, NEA, 1201 16th St., N.W., Washington, D.C. 20036

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

NAIRO Newsletter

FALL 1964

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ALEXANDER J. ALLEN, President

FREDERICK B. ROUTH, Executive Director

File

18th ANNUAL CONFERENCE

October 7-8-9

Hotel Park Sheraton

New York City

18th ANNUAL CONFERENCE OUTLINE

THE DEEPENING CRISIS IN INTERGROUP RELATIONS

OCTOBER 7 — WEDNESDAY

8:30 Registration

9:30 Opening Plenary Session, Alexander J. Allen, Presiding; Welcome; President's Message; Executive Director's Report; Treasurer's Report; Nominating Committee Report; other business.

10:30 Keynote Address: The Deepening Crisis in Intergroup Relations, ALEX ROSEN, Dean, NYU School of Social Work.

12:30 Past Presidents' Luncheon. Welcoming Remarks, The Hon. Robert Wagner, Mayor of New York City. Address: The Deepening Crisis in Metropolis, CHARLES SILBERMAN, Board of Editors, *Fortune Magazine* and author, *Crisis in Black & White.*

2:30 Workshops: Deepening Crisis on the Local Level; Northeast; Southeast; Midwest; Southwest, West.

5:00 Free time through dinner.

8:00 Reception at Brotherhood-in-Action.

OCTOBER 8 — THURSDAY

9:00 Plenary Session; Civil Rights in the U.S. Panel: RICHARD HEFNER, Chairman; SOL RABKIN, LESLIE DUNBAR, JOHN MORSELL, DONALD SLAIMAN.

10:45 Round Table Discussion of Civil Rights in the U.S.

12:30 General Session: Life Members' Luncheon Address: Poverty and Intergroup Relations, JACK CONWAY, Member the President's Task Force on the War on Poverty.

2:30 Workshops: Techniques For Action, Intergroup Relations and the War on Poverty; TED BROWN, CERNORIA JOHNSON, DEAN JONES, JUNE SHAGALOFF, JACK WOOD.

7:00 NAIRO BANQUET, Honoring Interns Remarks, The Hon. ADLAI STEVENSON, U.S. Ambassador to the United Nations. Address: Presidential Message, KENNETH C. JONES, JR.

9:30 PRESIDENTS' RECEPTION.

OCTOBER 9 — FRIDAY

8:30 Breakfast General Session, K. C. JONES, Presiding. How to Strengthen NAIRO Chapters, LLOYD DAVIS.

10:00 General Session, Business Meeting.

12:30 Luncheon, General Session, New and Increased Opportunities for Federal Activities Under the Civil Rights Act of 1964, JOHN HOPE, II, JOHN A. GRIFFIN, HAROLD GREENE, JAMES MADISON, SAMUEL SIMMONS.

2:30 Available for Commission, Committee, & Section Meetings.
Work Session, NAIRO Interns.
Work Session, NAIRO Interns' Supervisors.

4:30 NAIRO BOARD MEETING.

HEIGH-HO, COME TO THE FAIR The Conference Planning Committee has made arrangements to obtain tickets to the N.Y. World's Fair at a greatly reduced price for NAIRO Conference participants. The Conference ends Friday and the week end is free for Fair going. Indications are that quite a few NAIROites are bringing their families to this year's conference to take advantage of the Fair.

THOUGHT FOR THE MONTH "To every man his chance, to every man, regardless of his birth, his shining golden opportunity—to every man the right to live, to work, to be himself, and to become whatever his manhood and his vision can combine to make him—this, seeker, is the promise of America."—Thomas Wolfe.

REVIEW

Study of Discrimination in Respect of the Right of Everyone to Leave Any Country, Including His Own, and to Return to His Country, U.N., Sub-Commission on Prevention of Discrimination and Protection of Minorities, (Jose D. Ingles, Special Rapporteur) (E/CN.4/Sub.2/222 Rev. 1)

It is ironical that passports and visas, intended to facilitate travel, have become national instruments obstructing international passages. Furthermore, it is a comprehensible but bothersome paradox that an era in which world travel is the order of the day is also witness to the containment of people behind national boundaries in greater numbers than the world has ever known.

While in large measure this U.N. report (and the draft principles it contains) is necessarily focused on a consensus not easily obtained—and is based upon generally bland working papers—it makes some telling points and recommendations of substance. The study, first of all, makes clear that while it is significant to note that some 50 countries do not expressly recognize the individual's right to travel, the true measure of liberty in travel is in the application of the law. In practice, racial and religious discrimination pose the expected problems—but the report singles out the

(Continued on Page 4)

NCDH GETS NEW STAFF Appointment of Edward Rutledge as Executive Director and Jack E. Wood, Jr., as Associate Executive Director of the National Committee Against Discrimination in Housing was announced Sept. 16.

The announcement heralded a reorganization and expansion of the 15-year-old private agency's efforts, in cooperation with its 37 member organizations, to achieve equal opportunity in housing. The committee is an affiliation of major religious, civil rights, labor and civic agencies, and a new, enlarged program is expected to be announced early next month

Ed Rutledge served as Housing Director of the New York State Commission for Human Rights for the past nine years and has more than 20 years' experience in state and Federal agencies dealing with problems of intergroup relations in housing, urban renewal, migration and employment. He is Chairman of the NAIRO Commission on Housing and Urban Life and is immediate past President of our association. He served as co-Chairman of the Ford Foundation-supported Princeton Conference on Equal Opportunity in Housing sponsored by the National Housing Center and NAIRO.

Jack Wood, new Associate Executive Director of NCDH, formerly served as Director of Housing for the New York City Commission on Human Rights; during his association with the city Commission, its housing program was expanded to permit acceptance and referral of housing complaints by local civil rights agencies and to encourage their efforts to advance residential integration. Prior to his association with the Commission, Mr. Wood served as National Housing Secretary for NAACP.

FEDERAL SERVICE ENTRANCE EXAMS Quite a number of young people who applied for the NAIRO Intern Program did not know about the Federal Service Entrance Examinations for management internships. There are a number of openings in the Federal Service which may be of interest to someone you know. To take the examination persons must fill out Application Card Form 5000-AB (obtainable from U.S. Post Offices). Applications must be received by: For tests given on:

October 22, 1964	November 21, 1964
December 17, 1964	January 16, 1965
January 21, 1965	February 20, 1965

A List of Civil Service Offices where the applications should be filed may be obtained from U.S. Civil Service Commission, Washington, D.C. 20415. They also supply a list of cities where the tests will be given.

COMMUNITY RELATIONS SERVICE US COMMERCE DEPARTMENT The Civil Rights Act of 1964 created a Community Relations Service within the US Commerce Department. Director of the new service is LeRoy Collins, former Governor of Florida; Harold C. Fleming, member of NAIRO's Executive Committee and Board, is Acting Deputy Director. Dr. John A. Griffin (formerly of Florida State University and Board Member of the Southern Regional Council) heads the Conciliation Division of the Community Relations Service. Seymour Samet (formerly with the Miami Office of the American Jewish Committee and South-East Regional NAIRO Chairman) serves on the professional staff. Many NAIRO members and NAIRO's Executive Director recently attended the first meeting of the National Citizens' Advisory Committee to the Community Relations Service. The meeting was held August 18th at the Department of State and program participants included three Cabinet Officers: Robert F. Kennedy, Attorney General; Luther Hodges, Secretary of Commerce; and Willard Wirtz, Secretary of Labor. The group was later received by the President in the Rose Garden of the White House. The President spoke of his hope for a just and orderly society and said that the efforts of the Community Relations Service and its National Citizens Advisory Committee would make a contribution to its attainment.

CONFERENCE OF MAYORS The U.S. Conference of Mayors, under a grant from the Ford Foundation, has established a Community Relations Service. Director of this new service is John G. Feild, a Past President of NAIRO and former Executive Director of the President's Committee on Equal Employment Opportunity and the Michigan FEPC. Among the first activities of the CRS was a survey of the 589 cities with a population of 30,000 or more to ascertain what had been done in establishing local public human relations committees and commissions. One training session for northern mayors and their commission personnel has been held; one for their southern counterparts is planned. A reporting service, available to mayors, has been created to provide them with "comprehensive up-to-date information on the local community relations committees and commissions that have been established. . . ." Officers of the Community Relations Service are: Herman Goldner, Mayor of St. Petersburg, Florida, Chairman; Jerome Cavanaugh, Mayor of Detroit, Michigan, Vice-Chairman; and Sam Massell, Vice Mayor of Atlanta, Georgia, Secretary. Nine other mayors constitute the Board of CRS.

REVIEW *(Continued from Page 2)*

denial of passports based on the expression of political and other opinions as the most prevalent discriminatory factor. While these factors are discriminatory as applied, they are usually couched in terms of "non-discriminatory" travel policies. Where any reason is given at all, the pure and buttressing interest relied upon most frequently is that of "national security" or "public emergency".

The interrelationship of the freedom of travel to other human rights serves to underscore the practical relevance of this study to the current American constitutional colloquy on the right to travel. The Supreme Court tends to view travel as one of the premises of a free society; HUAC apparently believes that it exposes a weak ideological flank of the American populace. While the currently propounded international standards of human rights do not generally place a great burden upon our constitutional strictures —usually for reasons which speak well of us, sometimes because international law asks too little—there is still a need for American introspection. We should not blithely presume, even in the country which has most forthrightly converted its libertarian impulses into law, that in every instance we shall not be found wanting by the less sophisticated measure of an international yardstick.

In this study, Mr. Ingles suggests that a passport refusal upon grounds of national security is justifiable only when an objectionable action of the individual is punishable by law, and a prosecution is actually in progress. Furthermore, a "public emergency" may be invoked only when the life of the nation is threatened—and that, by dint of international practice, emergencies are temporary in nature.

NATHAN GREENE

TO BE EQUAL This is an important new book by Whitney M. Young, Jr., Executive Director of the National Urban League. *To Be Equal* sets forth a program of "special effort" now called for if the inequities of the past are to be overcome; it is not a demand for reparation. It offers guidelines to problem solving in employment, education, housing, health and welfare and democratic leadership. The book is an expansion of Mr. Young's theme presented at the 1963 NAIRO Conference. Published by McGraw-Hill, it sells for $5.00.

BUFFALO U's LAW REVIEW A special "Conference Issue: Toward Equal Opportunity in Employment" has been issued by the Buffalo Law Review. Among NAIRO members contributing to the issue were: George Culberson, John G. Feild, Madison S. Jones, Sol Rabkin, Joseph Robison and Fred Routh. Other contributors well known to NAIRO included Clyde Ferguson, Herbert Hill, and Henry Spitz. The Special Issue, Fall 1964, Vol. 14, No. 1, deals with the "Role of State and Local Government."

FAIR HOUSING HANDBOOK OUT A highly useful Handbook has been published by the American Friends Service Committee and the National Committee Against Discrimination in Housing. It is billed as "A practical manual for those who are working to create and maintain inclusive communities." Price is 50¢ per single copy or 35¢ for orders of 100 or more. It is available from the NCDH 323 Lexington Ave., N.Y., N.Y. 10016.

PREDICAMENT OF DEMOCRATIC MAN In what has been described as a "stinging" book, the late Edmond Cahn, Professor of Law at New York University, says the "new predicament of democratic man is his moral involvement in the misdeeds of government." Every Intergrouper, every small "d" democrat would profit from reading it. Published by the Dell Publishing Co., it is available in paperback at $1.65.

NORTH CAROLINA AND THE NEGRO This book, published by the North Carolina Mayors' Co-operating Committee, recounts how the cities of North Carolina moved toward equality of opportunity "when they were confronted by the organized revolt of Negroes against segregation which denied them citizenship equality." All the events took place before the passage of the 1964 Civil Rights Act but much of what was done then still needs to be done now with even greater urgency. $2.00 from the N.C. Mayors' Cooperating Committee. Box 2539, Raleigh, N.C. 27602.

PROSPECTS The League of Women Voters has issued a study guide entitled "Prospects For Education and Employment" as the first material for use by their members as they study the program adopted at their 1964 National Convention, "Development of Human Resources: Evaluation of Policies and Programs in the United States to Provide For All Persons Equality of Opportunity For Education and Employment." Available at 40¢ from the LWV, 1026 17th St. N.W., Washington, D.C. 20036.

NEW VOTER EDUCATION FILM, "RIGHT NOW!" A new documentary, "RIGHT NOW", which has been used in the voter education campaigns in the South and is credited with helping to register 500,000 Negroes, is available.

Made in Savannah, Georgia, it shows in candid close-ups how responsible Negroes went about the task of convincing Negro non-voters that they had a stake in registering to vote.

The 28-1/2 minute, "RIGHT NOW!" is immediately available in 16mm color to community groups for purchase or rental, and to television for licensing from Brandon Films, Inc., 200 West 57th St., New York 19, N.Y.

EMPLOYMENT OPPORTUNITIES

CINCINNATI, OHIO: Jewish Community Relations Committee. Executive Assistant; salary $5,500 to $6,500 depending on education and experience. Background in sociology, psychology, anthropology, etc., etc., helpful. Responsibilities include: directing Committees on Anti-Democratic Forces, Israel and the Near East; speaking to Jewish and non-Jewish audiences. Contact: Dr. Abraham F. Citron, Executive Director Jewish Community Relations Committee; Suite 500, 906 Main Street, Cincinnati, Ohio 45202.

DAYTON, OHIO: City Plan Board. Housing Expeditor; salary, $8,500 to $10,500 initial salary at the first level. Background in housing, re-location, urban renewal, and urban planning preferred. Responsibilities: finding adequate relocation housing for those displaced by public action, keeping government alert to encourage needed private and public housing. Contact: Robert A. Flynn, Planning Director; City Plan Board; Municipal Building; Third & Ludlow; Dayton, Ohio.

GARY, INDIANA: Fair Employment Practices Commission. Field Representative; salary $7,400. Requirements: Degree from accredited college or university with major in social sciences, public administration, or personnel. Four years experience in labor relations, personnel, intergroup relations or any combination thereof. Contact. Gary FEPC; 401 Broadway, Rm. 209; Gary, Indiana 46402.

NEWARK, N.J.: Human Rights Commission. Executive Director, salary not specified but understood to be good. Requirements, senior professional with administrative experience. Contact, Benjamin Epstein, Personnel Committee Chairman; Newark Human Rights Commission; City Hall, Rm 214; Newark, New Jersey.

PHILADELPHIA, PA.: Citizens' School Improvement Agency. Executive Director; salary, $8,000 - $12,000 beginning salary depending on training and experience. Background: graduate work in education, political or other social sciences desirable; familiarity with public education and experience in public or private agency administration. Demonstrated ability in writing and speaking. Contact: John M. Marshall, Jr. Citizens' Committee on Public Educ., 1538 Land Title Bldg., Phila., Pa. 19110.

PHILADELPHIA, PA.: Commission on Human Relations. Assistant Director, Salary, $9,672 to $12,048. Requirements: Senior professional with considerable experience on executive and supervisory level. Degree from accredited college or university. Contact: Terry Chisholm, Executive Director; Commission on Human Relations; 625 City Hall Annex; Philadelphia 7, Pa.

U.S. GOVERNMENT: A delay in appropriations by Congress has slowed recruitment by the federal establishment, though recruiting efforts go on. NAIRO's office is contacted regularly for likely candidates. Those interested may send Forms 57's to NAIRO or, of course, may send them directly to any Federal Agency in which the person has an interest. Form 57's may be obtained from your local Post Office. Please fill out in triplicate; send us two, keep one for your files.

PRESIDENT'S CORNER This is my last chance before the Annual Convention to be in touch with you. I will outline at the Conference my year's stewardship as your president. I would like to say something now about the field of intergroup relations.

We stand at the end of a long, hot summer in which there has been violence both in the North and in the South; a summer in which the pollsters and the news media have talked about the "white backlash;" a season when race relations has been injected into the national political arena as never before. Despite these and other difficulties, I see no reason for intergroup relations workers to be dismayed—though we can hardly be sanguine or complacent. There is a challenge in our time not always open to other generations; there is an opportunity, not always available.

The tensions of the past summer have come about because old myths and outmoded ways are being challenged—tension is the inevitable companion of change. As a people we have come to learn the difference between orderly demonstrations and ugly disruptions. The former can lead to progress; the latter, while caused by deep frustrations at inequities, are dangerous shoals blocking the course of progress. So long as progress in sufficient rapidity and scope is made, mass violence is unlikely. What we have witnessed this summer is not, in the regular sense, interracial conflict—rather it is frustrated people striking out blindly, unlawfully, foolishly against situations which they feel have thwarted their rightful ambitions to dignity and decency. To prevent recurrences there must be visible progress toward the attainment of dignity and decency; we do not accept or acquiese in what has taken place but we know better now what brought it about; and this knowledge can assist us in moving ahead in such a manner as to make less likely it happening again. Intergroup relations agencies, both private and governmental, must re-examine their programs to determine ways to better meet the urgency of today.

The highly touted "white backlash" seems to be a better organized and more vociferous expression of threatened suburbanites and insecure urban-dwellers rather than something radically new on the scene.

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DIRECTOR'S BOX

The number of employment opportunities for intergroup relations professionals continues to expand within the federal establishment. The Civil Rights Act created the Equal Employment Opportunity Commission and a Community Relations Service within the Department of Commerce. The anti-poverty legislation created the Job Corps which will make use of community and intergroup relations specialists. The NAIRO office has been in touch with all three programs and has referred prospective professional staff personnel to two of them. The EEO Commission is not yet operative, its Commissioners have not been named, its buget not yet appropriated . . . but we are keeping in touch with the situation.

Most intergroup relations professionals think of employment opportunities within the ten Departments or agencies which have major responsibilities in the area of intergroup relations: the Air Force Equal Employment Opportunity Program, the Army Equal Employment Opportunity Program, the Civil Rights Commission, the Civil Rights Division of the Justice Department, the new Community Relations Service the Commerce Department, the new Equal Employment Opportunity Commission, the Navy Equal Employment Opportunity Program, the President's Committee on Equal Employment Opportunity, the President's Committee on Equal Opportunity in the Armed Forces, and the President's Committee on Equal Opportunity in Housing. However, many intergroup relations specialist now serve with other Departments or agencies within the federal establishment. The Post Office Department, the Department of Health, Education and Welfare, the State Department and the Housing and Home Finance Agency all have sizable contingents of intergroup relations professionals. All Departments have a "compliance officer" whose responsibility it is to carry out the in-house intent of Executive Order 10925—to see to it that the government practices what it preaches. Still other intergroup relations professionals work in programs of contract compliance with a wide variety of agencies.

It may be anticipated that within the next two years some two hundred additional intergroup relations professionals will be employed by the Federal Government. Many will be recruited from state and municipal agencies and still others will come from the private agencies. Further, new state and municipal agencies will be created and many existing ones expanded in the same period. The need for replacements all up and down the line is self-evident. It is obvious also that there will be many opportunities for those now in junior staff positions to move up as the more experienced personnel get tapped for other service. The NAIRO-Eleanor Roosevelt Intern Traning Program will help supply new staff personnel at the entry or junior professional staff level but the field will experience a shortage of trained professional personnel at the middle—department, division, or program heads. An AJC-NAIRO Ad-Hoc Training Committee is developing a foundation proposal to underwrite a program which would help meet this critical need. We propose to bring persons from other related professions laterally into the field and give them several months of intensive professional training.

We are engaged in a field which is rapidly expanding; while this means increased opportunities, it can also mean increased dangers. The standards of professional practice and behavior, which have been so long and painstakingly developing, must be maintained and even raised. As one of our senior professionals said, after reflecting on this, "If NAIRO didn't exist, we would have to invent it; the need for professional standards in so rapidly expanding and changing a field is all too evident. The Association really serves an indispensable function."

DIRECTOR'S ACTIVITIES Fred Routh has spent a good deal of time on the Eleanor Roosevelt Interns in Human Rights Training Program; two weeks were spent sitting in with interview panels in New York, San Francisco, Los Angeles, Chicago, Washington and Atlanta. Three and a half more days went to the Intern Seminar at Tarrytown. A considerable amount of time and several trips to New York have been devoted to the Annual Conference Committee meetings. Meetings have been participated in called by the U.S. Department of State, the U.S. Department of Commerce, the Small Business Administration, and sessions have been held with staff from the American Friends Service Committee, the American Jewish Committee, Anti Defamation League, the Civil Rights Commission, the Encampment For Citizenship, the Episcopal Church, NAACP, National Urban League, Southern Regional Council. Considerable time has gone into career counselling with members and with others interested in entering the field of intergroup relations. Time has also been spent arranging for members to meet with appropriate federal officials.

KUDOS FOR PITTSBURGH The Wall Street Journal, for September 22nd, ran an article by Frederick C. Klein on "Riot Rumors." The report said that "talk of race trouble plagues a city that hasn't had any" but that the rumors were being run down and dispelled by alert action on the part of the Commission on Human Relations (Lou Mason is Exec.), the Police Department, and the NAACP and other local Negro and civic groups.

PRESIDENT'S CORNER *(Continued from Page 5)*

There have always been those who cried, "Too fast and too soon" at every step of progress of minorities. There have always been those who believed in segregated housing and schools. There have always been those who imagined their jobs in jeopardy when a mention of fair play was made. It seems to me that the danger is not so much from these frightened people, better organized and more clamorous though they may be. The danger is in the possibilities of contaminating or infecting reasonable citizens with the barrage of fear-propaganda now let loose upon the national scene. Again, intergroup relations agencies, both private and governmental, must devise ways to set the record straight. The aspirations of minority group persons must be seen for what they really are—no different from any one else. Legislation and litigation

(Continued on Page 8)

NEW MEMBERS SINCE JUNE 1964

CARROLL G. BARBER, Staff Assoc., Race Relations Dept., Fisk University, Nashville, Tenn. 37203.

B. TARTT BELL, Exec. Sec'y., S.E. Region, AFSC P.O. Box 8065, Greensor, N.C.

MISS FAY BENNETT, Exec. Sec'y. National Sharcroppers Fund, 112 East 19th St., New York, New York 10003.

GEORGE T. BESS, National Urban Leagues, Southern Regional Office, 250 Auburn Ave., N.E., Room 511, Atlanta, Georgia 30303.

MRS. HILLARY BISSELL, 234 College, N.E., Grand Rapids 3, Michigan.

ROLAND E. BLANDING, Human Relations Commission, City Hall Annex, 303 Ionia Ave., Grand Rapids, Michigan 49502.

MRS. EVE BLOCK, 222 East 19th St., Apt 9F, New York, New York 10003.

PAUL N. BROCK, Staff Ass't., E.E.O., Bureau of Personnel, Post Office Dept., Washington 25, D.C.

JOHN BUTLER, NCCIJ, 21 W. Superior St., Chicago 10, Illinois.

MOST REV. C. F. CARROLL, 6301 Biscayne Blvd., Miami, Florida.

GEORGE E. CHAMBERLAIN, JR., West Va. Human Rights Commission, 302 Elizabeth St., Charleston, West Va.

CLARENCE D. COLEMAN, Director, Southern Regional Office, National Urban League, Inc., 250 Auburn Ave., N.E., Atlanta, Georgia 30303.

DR. PAUL COOKE, Director, Group Relations Workshop, Howard University, Washington, D.C.

FRANK J. CORBETT, Community Progress, Inc., 435 Whitney Ave., New Haven, Conn. 06511.

J. GRIFFIN CRUMP, Exec. Dir. Commission on Human Rights, City of Indianapolis, City-County Building, Rm. 1742, Indianapolis, Indiana.

SAMUEL T. DANIELS, Director, Baltimore Community Relations Commission, Fayette & Gay Streets, Baltimore 2, Maryland.

SAM J. DENNIS, Cath. Interracial Coun. of Chicago, 21 West Superior St., Chicago 19, Ill.

DR. NORMAN DRACHLER, Ass't. Sup't. Detroit Board of Education, 5057 Woodward, Detroit, Michigan 48202.

VICTOR EINACH, Reg. Dir., N.Y. State Commis. For Human Rights, 125 Main St., Buffalo 3, New York.

IRVING J. FAIN, Chairman, Commis., on Soc. Action, 400 Laurel Ave., Providence, R.D. 02906.

EDGAR L. FEINGOLD, Exec. Dir., Human Rel. Commiss. of Balto. Co., County Office Bldg., Towson, Md. 21402.

EDWARD FERGUSON, Community Rel. Dir., 241 West Monroe St., Chicago, Illinois 60603.

G. S. FOLLIS, Chief, Staff Development and Training Division, Civil Service Commission of Canada, Jackson Building, 122 Bank St., Ottowa 4, Ontario.

ARTHUR U. FOLLMAN, 25 East Wayne Ave., Apt. 310, Silver Spring, Maryland 20900.

MRS. SYLVIA R. GERBER, Admin. Ass't., Jewish Community Relations Council of Greater Pittsburgh, 234 McKee Place, Pittsburgh 13, Penna.

JACOB GINNSBURG, Exec. Dir., Bureau on Jewish Employment Problems, 22 West Monroe St., Chicago, Illinois 60603.

WALDO H. GRATON, JR., Exec. Dir., Evanston Community Relations Commis., 1806 Maple Ave., Evanston, Ill. 60204.

MR. PHIL GRICE, Exec. Dir., Human Relations Commission, City of San Jose, City Hall, San Jose, San Jose, Calif.

MISS MARIAN HARGRAVE, Ass't Dir., Intergroup Relations Dept., N.Y.C. Housing Authority, 250 Broadway, New York 7, New York.

JAMES H. HARVEY, Assoc. Dir., Met. Washington Housing Program, AFSC 245 Second St., N.E., Washington, D. C.

JOHN M. HENEGHAN, Industrial Employment Policy Specialist, U. S. Navy, 1660 Bristol Drive, N.E., Atlanta, Georgia 30329.

ROBERT BERNARD HILL, 231 Martense St., Brooklyn 26, New York.

F. RAY HOGAN, Spec. Ass't. for Employee Relations, Regional Post Office, P. O. Dept. 79 New Montgomery St., San Francisco, Calif. 94106.

DEBORAH A. JACKSON, N.Y.C. Commission on Human Rights, 80 Lafayette St., 7th Floor, New York, New York 00025.

ROGER KAHN, Council on Human Relations, 281 The Arcade, Cleveland, Ohio.

EDWYN E. LEWIS, JR., Exec. Dir., Florida Council on Human Relations, 356 South Beach St., Daytona Beach, Florida.

CHARLES M. McINTYRE, New York State Commission For Human Rights, 172 East 4th St., Brooklyn 18, New York.

ELMER W. McLAIN, Board of Appeals and Review, Post Office Dept., Room 2115, 12th and Penna. Ave., Washington, D.C. 20260.

MRS. FLORENCE D. MELITZER, 297 Rumson Drive., Harrisburg, Penna. 17104.

MRS. FRANCES F. MOORE, Ass't Dir., Board of Community Relations, 1502 City Hall, Buffalo 2, New York.

MISS MICHA F. OPPENHEIM, Librarian, PAULA K. LAZRUS, Lib. of Intergroup Rel., NCCJ., 43 West 57th St., New York 19, New York.

FREDERICK J. PENDLETON, RD 2, Box 28, Altamont, New York 12009.

JOHN M. PETTIBONE, Shelby County Juvenile Court, 225 North Miami Ave., Sydney, Ohio 45365.

MRS. MILDRED W. PITT, Deputy Employment Officer, A.I.D., Washington, D.C. 20523.

KENNETH R. RASHID, 3032 N. St., N.W., Washington, D.C. 20007.

MRS. BERNICE L. RAVIN, Director of Research, Mass. Commiss. Against Discrimination, 41 Tremont St., Boston, Mass. 02108.

REV. THOMAS J. REESE, A.C.S.W., Director, Catholic Welfare Guild, 1200 N. Broom St., Wilmington, Delaware 19806.

MARK ROSENMAN, Field Secretary, NAACP, 20 West 40th St., New York, New York 10018.

DANIEL SAFRAN, AFSC, 245 2nd St., N.E., Washington, D.C. 20002.

BURTON N. SCHOLL, N.Y. State Commission For Human Rights, 270 Broadway, New York, New York.

E. STUART SHANNENHOUSE, Pennsylvania Human Relations Commission, 1402 4th St., Natrona Heights, Penna. 15065.

MISS CAROL M. SMITH, Acting Exec. Dir., Cambridge Civic Unity Committee, 57 Inman St., Cambridge 38, Mass.

REV. JOSEPH D. SMITH, JR., 2632 Green St., Apt. B. Harrisburg, Pa.

SARAH A. SMITH (MISS), Boston Redevelopment Authority, 14 Tenno St., Roxbury, Mass.

LEWIS M. STEEL, Spec. Ass't. to Gen. Counsel, NAACP, 505 E. 79th St., New York 21.

MRS. EDWARD C. STERN, Ass't. Dir. S.W. Region, American Jewish Committee 1809 Tower Petroleum Bldg., Dallas, Texas 75201.

K. RAY STUBBS, 2318 Nunnally Ave., Richmond, Va. 23230.

AUSTIN P. SULLIVAN, JR., Westchester Co. Urban League, 6 Depot Plaza, White *Plains, New York*.

JAMES B. TOMPKINS, Executive for Youth Services, YMCA of Greater New York, 422 Ninth Ave., New York, New York 10001.

CHARLES F. VIHON, Director, Housing Services, WPHA, 4701 Kenmore Avenue No. 807, Alexandria, Va. 22304.

JOHN VAN WEZEL, Admin. Ass't., Community Relations Board, 1416 Courthouse, Miami, Florida 33130.

MRS. ELLEN R. WALLACE, 2544 East Blvd. No. 1, Cleveland 20, Ohio.

MRS. GLADYS WELLS, Room 320, CTS Bldg., 1404 E. 9th St., Cleveland, Ohio 44114.

SECOND BATCH OF INTERNS AT TARRYTOWN HOUSE TRAINING SESSION: Pictured from left to right are: Albert Ulmer, Southern Regional Council, Atlanta; Marie Carl, American Friends Service Committee, Atlanta; Franklin D. Roosevelt III (who attended all sessions); Betty Jo McMakin, North Carolina Council on Human Relations, Charlotte; Bobby D. Doctor, Virginia Council on Human Relations, Richmond; and Mark Israel, Kentucky Commission on Human Rights—all dedicated to a more democratic South!

On September 2, NAIRO's second group of Eleanor Roosevelt Human Rights Interns completed a 10-day Training Institute, held in Tarrytown, New York. The Institute, conducted by the American Jewish Committee under a grant from the Eleanor Roosevelt Memorial Foundation, was designed to further the Interns' understanding of intergroup problems and to develop a greater insight of their individual attitudes toward these problems.

Max Birnbaum of AJC and Betti Whaley of the National Urban League led the Institute. Among the resource people whose skills contributed to the Institutes success were Whitney Young, Jr., Eric Lincoln, Charles Silberman, George Schermer, and John Feild. The Interns who have now begun one year of on-the-job professional training are listed below, with their agencies.

American Friends Service Committee:
Leo J. La Clair, Seattle, Wash.
Elbert Ransom, Jr., Chicago
Marie Carl, Atlanta
American Jewish Congress:
Barbara Chertock, New York
Anti-Defamation League:
James S. Bennett, New York
Roberta Hochman, New York
Chicago Commission on Human Relations:
Priscilla C. Smith
Council on Human Relations:
Roger Kahn, Cleveland
Connecticut State Labor Council, AFL-CIO:
Wilber G. Smith, Waterbury
Housing and Home Finance Agency:
Erica A. Rayner, Washington
Indiana Civil Rights Commission:
Joel D. Leidner, Indianapolis

PRESIDENT'S CORNER *(Continued from Page 7)*

in this field must be honestly interpreted in layman's language—not hiding what they demand but dispelling false claims as to their contents. Rumors must be pursued and be exposed to the light of reality. Events, particularly ugly events must not be allowed to appear as isolated from all context—they must be interpreted and understood for what they really are.

As to race being used in the political arena, I believe we can count on the good sense of the American people; this nation really believes in the American Dream—and I do not feel it fuzzy minded patriotism to say so. Most Americans—including most southern whites—recognize the similarity between Hitler's boast of a herren-volk and the rancorous cry of white supremacy; most also remember what happened to the Nazi nation based on so invalid and undemocratic a theory. Again, while most intergroup relations agencies, governmental and private alike, cannot engage in partisan political activities we can keep before the American people an awareness of their own sense of fair play and a realization of the scourge of racism.

Let us come together at our 18th Annual Conference to learn together, to reason together, and to plan together. Seldom, if ever, have we come together at so propitious a time.

JOE ALLEN

Kentucky Commission on Human Rights:
Mark Israel, Frankfort
National Association for the Advancement of Colored People:
Mark Rosenman, New York
Lewis Steel, New York
National Catholic Conference for Interracial Justice:
John O. Butler, Chicago
National Urban League:
Elaine L. Weiss, New York
North Carolina Council on Human Relations:
Betty Jo McMakin, Charlotte
Pilsen Neighbors Community Council:
Robert Vondrasek, Chicago
Community Council of Central Santa Clara County:
Velma Parness, California
Southern Regional Council, Inc.:
Albert Ulmer, Atlanta
Toledo Board of Community Relations:
Joan P. Muth, Ohio
Virginia Council on Human Relations:
Bobby D. Doctor, Richmond
Washington, D.C. Urban League:
Christine Delphy
Belvie Rooks
Wisconsin Fair Employment Practices Division:
Gerrit Kouwenhoven, Milwaukee
Urban League of Westchester County, Inc.:
Austin Sullivan, New York

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street New York 19, New York

16 September 1959

TO: Members of NAIRO

FROM: Richard V. Marks, Chairman, Nominating Committee

SUBJECT: Nominations for Officers and Directors, 1959

By decision of the NAIRO Board of Directors, election of new officers and directors will be conducted this year by mail ballot (authorized by By-Laws Article X, Section 8). The Nominating Committee has been instructed to submit to the membership its slate of nominees for this year's vacancies and to solicit additional nominations.

ANY THREE MEMBERS IN GOOD STANDING MAY NOMINATE ANY MEMBER FOR ANY POST BY SUBMITTING A SIGNED PETITION WITH THE CANDIDATE'S WRITTEN CONSENT. (A member in good standing is one whose dues are paid for 1959.) SUCH PETITIONS MUST BE SUBMITTED BY SEPTEMBER 23rd.

A final ballot - - containing the Committee's nominations and any others submitted - - will be mailed to the membership by September 25th. Results will be announced in San Juan.

The Nominating Committee submits the following nominations:

PRESIDENT-ELECT:	GEORGE W. CULBERSON, Executive Director, Pittsburgh Commission on Human Relations
VICE-PRESIDENTS (2):	LLOYD DAVIS, Executive Secretary, Catholic Interracial Council, Chicago
	JOSEPH MONSERRAT, Director, New York Office, Migration Division, Commonwealth of Puerto Rico Labor Department
SECRETARY:	Mrs. VIRGINIA COFFEY, Assistant Director, Mayor's Friendly Relations Committee, Cincinnati
TREASURER:	BURTON I. GORDIN, Deputy Director, Philadelphia Commission on Human Relations (Incumbent)
DIRECTORS (6): (3-Year TERMS)	JOHN BINKLEY, Assistant Director, Colorado Anti-Discrimination Commission
	VIRGIL BORDER, Area Director, National Conference of Christians and Jews, St. Louis, Missouri
	HAROLD FLEMING, Executive Director, Southern Regional Council, Atlanta, Georgia
	IRVING GOLDABER, Assistant Director, New York City Commission on Intergroup Relations
	JOHN MORSELL, Assistant to the Executive Secretary, National Office, NAACP, New York City
	EDWARD RUTLEDGE, Housing Director, New York State Commission Against Discrimination
DIRECTOR (1): * (2-Year TERM)	ARNOLD ARONSON, Director of Program Planning, National Community Relations Advisory Council, New York City

(* To fill the unexpired term of Samuel Daniels, who resigned)

NOMINATING COMMITTEE: (No less than 5 nor more than 11)	BOOKER T. MC GRAW, Housing & Home Finance Agency, Washington, D.C., CHAIRMAN
	FRANK BALDAU, Executive Director, Ohio Civil Rights Commission
	JOHN HOPE, II, Race Relations Department, A.M.A., Fisk University, Nashville, Tennessee

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NOMINATING COMMITTEE (Cont'd): REGINALD JOHNSON, Housing Director, National Urban League, New York City

RICHARD K. KERCKHOFF, Leader, Program in Community Organization & Development, Merrill-Palmer School, Detroit

ALEXANDER MILLER, Community Service Director, Anti-Defamation League of BInai B'rith

WADE MACKIE, Director, Merit Employment Program, American Friends Service Committee, Baton Rouge, La.

JOSEPH ROBISON, Assistant Director, Commission on Law and Social Action, American Jewish Congress

GEORGE ROBERTS, Civil Rights Division, Commission on Human Relations, Chicago, Illinois

The Rev. H. BENJAMIN SISSEL, Associate Secretary, Dept. of Social Education and Action, United Presbyterian Church in the U.S.A.

JOHN Y. YOSHINO, Liaison Officer, President's Committee on Government Contracts, Washington, D. C.

* * * *

Additional nominations may be submitted -- in the prescribed form - - to:

Richard V. Marks
Chairman, NAIRO Nominating Committee
1106 Water Board Building
Detroit 26, Michigan

fib

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

16 September 1959

TO: Members of the National Association of Intergroup Relations Officials

FROM: Jessamine Merrill, Secretary

SUBJECT: Proposed Amendment to the By-Laws #2

As required by the By-Laws of the Association (Article XVI), I submit to you a second proposed amendment to the By-Laws. It relates to the qualifications for, and manner of choosing, the NAIRO Membership Committee chairman. It will be voted upon at the Annual Meeting, a simple majority being sufficient for adoption.

The amendment is proposed by Frederick B. Routh.

Article IX, Section 1, paragraph (b): For the second sentence (*), substitute the following:

> "The Chairman of this Committee and its members shall be appointed by the President, with the advice and consent of the Board."

(*) The sentence presently reads: "The Chairman of this Committee (Membership) shall be a member of the Board of Directors, and said Board shall appoint such chairman and the members of the Committee."

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

11 September 1959

NOTICE OF ANNUAL MEETING OF THE ASSOCIATION

TO: Members of the National Association of Intergroup Relations Officials

FROM: Jessamine Merrill, Secretary

The Annual Meeting of the Association will be held on Tuesday morning, October 13, at 9:30 a.m. in the San Juan Intercontinental Hotel, San Juan, Puerto Rico. It will continue through Friday, October 16.

As required by the By-Laws of the Association (Article XVI), I submit to you the following proposed amendment to the By-Laws. It relates to the chartering, organization, and activity of local NAIRO Chapters; it will be voted upon at the Annual Meeting, a simple majority being sufficient for adoption.

The amendment is proposed by a special committee appointed by the President to study the relationship to NAIRO of local NAIRO groups (The Rev. H. Benjamin Sissel, chairman; Mrs. Thelma Babbitt; Burton I. Gordin). Its adoption is recommended by the Board of Directors, although several Board members - - while endorsing the intent and general principles of the amendment - - expressed reservations on specific points (notably Section 8). These reservations will be raised during floor discussion in San Juan, and the amendment can, of course, be modified before adoption.

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Article XVIII Local NAIRO Chapters

1. Members, and only members, of the Association living in the same vicinity may form a local NAIRO chapter to carry out, in their locality, the purposes stated in Article II of the By-Laws.

2. Such a chapter shall be recognized as an official local chapter of the Association when, after application to the Board of Directors, it receives a charter from the Board of Directors.

3. Such a chapter, having been chartered by the Board of Directors is entitled to call itself the ___(name)___ Chapter of the National Association of Intergroup Relations Officials.

4. Every local chapter affiliated with the Association shall abide by the principles set forth in the By-Laws of the Association as interpreted by the Board of Directors.

5. Every local chapter shall elect a chairman, a vice-chairman and a secretary. It may elect or appoint such other officers as it deems necessary to function effectively.

6. Every local chapter shall report once a year to the Board of Directors, through the Executive Secretary, the following:
   a) Names and addresses of its officers for the coming year.
   b) A summary of its activities for the preceding year.

7. No local chapter may levy dues, fees, assessments or fines upon its members except by written permission of the Board of Directors.

8. No local chapter shall issue any public statement, or take any public action, that could be construed as an attempt to influence public policy. The Board of Directors shall determine in any instance whether a statement or an action is to be so construed.

9. The charter of a local chapter may be revoked for due cause when, by decision of the Board of Directors, its continued existence is deemed detrimental to the integrity, effectiveness, or professional standards of the National Association of Intergroup Relations Officials. Such revocation of a charter shall in no way affect the membership status of persons in the Association.

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

26 September 1960

TO: All NAIRO members
FROM: Booker T. McGraw, Chairman, 1960 Nominating Committee

On behalf of the Nominating Committee, I submit to you our slate of candidates for positions to be filled by mail ballot in the 1960 NAIRO election. We now solicit your additional nominations.

ANY THREE MEMBERS IN GOOD STANDING (PAID FOR 1960) MAY NOMINATE ANY MEMBER FOR ANY POST BY SUBMITTING A SIGNED PETITION WITH THE CANDIDATE'S WRITTEN CONSENT. SUCH PETITIONS MUST BE RECEIVED BY OCTOBER 12TH.

A ballot -- containing the Committee's nominations and any others received -- will be mailed to the membership on October 19th. The results will be announced in Cincinnati.

1960 NOMINATING COMMITTEE SLATE

PRESIDENT-ELECT: LLOYD DAVIS, Intergroup Relations Specialist, Urban Renewal Administration, HHFA, Chicago, Illinois

VICE-PRESIDENTS (2): BOOKER T. MC GRAW, Housing and Home Finance Agency, Washington, D. C.

EDWARD I. RUTLEDGE, Housing Director, New York State Commission Against Discrimination

SECRETARY: Mrs. VIRGINIA COFFEY, Assistant Director, Mayor's Friendly Relations Committee, Cincinnati, Ohio (Incumbent)

TREASURER: BURTON I. GORDIN, Deputy Director, Commission on Human Relations, Philadelphia, Pennsylvania (Incumbent)

DIRECTORS (6): (3-Year Terms) EDWIN C. BERRY, Executive Director, Chicago Urban League

FRANCES R. COUSENS, Research Director, Michigan Fair Employment Practices Commission, Detroit

MALCOLM B. HIGGINS, Executive Secretary, Washington State Board Against Discrimination, Olympia

FRANCES LEVENSON, Executive Director, National Committee Against Discrimination in Housing

ALAN REITMAN, Associate Director, American Civil Liberties Union, New York City

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DIRECTORS (continued):

FREDERICK B. ROUTH, Executive Director, Michigan Fair Employment Practices Commission

NOMINATING COMMITTEE: (11) (1961)

ALEXANDER J. ALLEN, Associate Director, National Urban League, New York

ARNOLD ARONSON, Director of Program Planning, National Community Relations Advisory Council, New York

ELEANOR T. DUNGAN, Director, Educational Services, Chicago Commission on Human Relations

JOHN G. FEILD, Administrative Assistant to U.S. Senator Philip Hart, Washington, D.C.

MARGARET GARRITY, Executive Director, President's Committee on Government Contracts, Washington, D.C.

CHESTER J. GRAY, Deputy Director, Ohio Civil Rights Commission, Cleveland

EDWARD HOWDEN, Chief, Fair Employment Practices Division, State of California, San Francisco

ARTHUR JOHNSON, Executive Secretary, Detroit NAACP

CHARLES LIVERMORE, Executive Director, Commission on Youth Welfare, Chicago

HERMAN H. LONG, Director, Race Relations Department, Fisk University, Nashville

GEORGE SCHERMER, Executive Director, Philadelphia Commission on Human Relations.

* * * *

Additional nominations should be submitted to me -- in the prescribed form -- by October 12th. Please address them to the National Office.

* * * *

1960 Nominating Committee:

B.T. McGraw
John Hope, II
Richard Kerckhoff
Wade Mackie
George Roberts
John Yoshino
Frank Baldau
Reginald Johnson
Alexander Miller
Joseph Robison
H. Benjamin Sissel

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File NAIRO Nominating Ctee

File

1964 Report of the NAIRO Nominating Committee to the Membership

The nominating committee has considered the pattern of the 1964 officers and their regional identity; our slate of officers in 1964 reflects our efforts to maintain a broad representation in our organization this year and in the future. Committee members have reflected the needs and opinions of their respective regions but have also considered needs of the organization with a blend of new and experienced nominees who can meet the demands of responsible and imaginative leadership.

The Committee takes pride in submitting the following nominees: (See ballot for voting and mailing instructions)

President-Elect: John Hope II, Director, Federal Employment Program
President's Committee on Equal Employment Opportunity,
Washington, D. C.

Vice-Presidents: (Two to be elected)
John A. Buggs, Director, Los Angeles Commission on Human Relations, Los Angeles, California

Ruby Hurley, Southeast Regional Secretary, NAACP, Atlanta, Georgia

Galen A. Martin, Director, Kentucky Commission on Human Rights, Frankfort, Kentucky (incumbent)

John A. McDermott, Executive Director, Chicago Catholic Interracial Council, Chicago, Illinois

Treasurer: Paul M. Rilling, Executive Director, District of Columbia Council on Human Relations, Washington, D. C.

Secretary: Barbara Moffett, Secretary, Community Relations Division, American Friends Service Committee, Philadelphia, Pennsylvania (incumbent)

Board of Directors: (6 to be elected)

William R. Carmack, Director
Human Relations Center
University of Oklahoma
Norman, Oklahoma

Clarence Coleman, Director
Southern Regional Office
National Urban League
Atlanta, Georgia

Lloyd Davis, Assistant Director
New Haven Redevelopment Agency
New Haven, Connecticut

Dennis V. Fargas, Intergroup Relations Specialist
Air Force Equal Employment Program
Los Angeles, California

Theodore Freedman, Director
Southwest Regional Office
Anti-Defamation League
Houston, Texas

Irving Goldaber, Assoc. Exec. Dir.
New York City Commision on Human Rights
New York, New York

Philip Hayasaka, Director
Seattle Human Rights Commission
Seattle, Washington

Viola M. Kanatz, Assistant Director
Minnesota FEPC
St. Paul, Minnesota

Roger W. Nathan, Executive Director
Illinois Commission on Human Relations
Chicago, Illinois

George Schermer
Consultant on Human Relations
Philadelphia, Pennsylvania

A. Maceo Smith
Intergroup Relations Adviser
Federal Housing Administration
Dallas, Texas

Edward Terrones
Equal Employment Opportunity Officer
U. S. Post Office
Washington, D. C.

Respectfully submitted by the 1963-64 NAIRO Nominating Committee,

Mathew Ahmann
John I. Binkley, Chairman
Louise P. Blackham
Will B. Campbell
Ruby Hurley
Lawrence Lucks
Joseph Monserrat
Helen Peterson
Richard Shapiro
Philip Waring

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

PROPOSED AMENDMENT TO NAIRO BY-LAWS

The NAIRO Executive Committee wishes to propose an amendment to the NAIRO By-Laws to strengthen the representativeness of the Nominating Committee. The current language of the appropriate section of the By-Laws provides for the election of one person from each of the ten Regions and for three more to be appointed by the President with the advice and consent of the Board. This has not worked out as well as had been hoped. Your Executive Committee, therefore, recommends that Chapter Chairmen serve in place of persons elected from each Region; we now have fifteen Chapters, they cover nearly 80% of our membership; their geographic spread is good: 5 on the East Coast; 6 in the Midwest; 2 on the West Coast; and 2 in the South.

The proposed amendment is to Article 9; Sec. 1; Para. 1 and reads:

"A Nominating Committee composed of the Chairman of each duly recognized NAIRO Chapter and three members appointed by the President, with the advice and consent of the Board, the duties of which shall be to nominate for presentation at the Annual Meeting or by mail ballot a slate of Officers and Directors, with at least one candidate for each vacancy. The Chairman of the Nominating Committee shall be named by the President from among its members."

We recognize that this is not a complete sentence; an introductory phrase to the Article, which does not need amending, makes it so. One last thought: John Binkley, 1964 Nominating Committee Chairman, concurs in this proposal.

This proposed Amendment will be voted upon at the forthcoming Annual Conference.

COPY

Philadelphia Jewish Community Relations Council

Fellowship Commission Building
260 South 15th Street
Philadelphia 2, Pa.

RECEIVED
OCT 26
Southern Regional Council

October 21, 1953

MEMORANDUM

TO: George S. Mitchell, Atlanta, Ga.; Harold A. Lett, Newark, N. J.; Francis McPeak, Chicago, Ill.; John Sullivan, New York State Commission; James Evans, Washington, D. C.; Charles Livermore, Buffalo, N. Y.; John Field, Toledo, O.; Mildred Mahoney, Boston, Mass.; Corneff Taylor, Milwaukee, Wis; Boris Joffe, Detroit, Mich.; Frank Baldau, Cleveland, O.

FROM: Maurice B. Fagan

RE: Police-Community Relations Conference

As you probably know, NAIRO, through the Interprofessional Relations Committee of which I am chairman, has been attempting unsuccessfully for some time to arrange a conference on Police-Community Relations. Such a conference had in mind much more than a simple police training program and envisioned the possibility of building two-way understanding and cooperation on a year-round basis similar to what takes place in a school-community relations program when it operates properly. Our negotiations with the International Association of Chiefs of Police have fallen through and we are therefore now attempting to see whether we could develop a conference through the cooperation of the police chiefs and the intergroup agencies in a dozen or so of our key cities.

Do you feel that the police chief in your city would cooperate by designating two top policy officials to participate in a conference on a mutually convenient date?

The Police Commissioner in Philadelphia is already working with us in Philadelphia in the formulation of a Police-Community Relations program. Enclosed is a discussion memorandum which we are using which may suggest the kind of data that we should assemble in a dozen cities in order more intelligently to plan a conference. If we get reasonably affirmative responses from the cities we are now contacting, a joint committee of police and intergroup relations leaders would then attempt to work out all the details for a conference.

Please let us know as quickly as possible whether your city is likely to be interested in participating and please feel free to give us your very frank criticisms and suggestions.

Kind personal regards.

PHILADELPHIA FELLOWSHIP COMMISSION
COMMITTEE ON COMMUNITY TENSIONS

Discussion Memorandum of the proposed Police-Community Relations Program

October 13, 1953

During the past year there have been informal discussions of the need for coordinating various independent approaches to the Police Department and more importantly the urgency of working out a police-community relations program on a year-round basis which would build mutual understanding, trust and cooperation.

Philadelphia's population is one of the most rapidly changing in America. It has the largest percentage of Negroes in any Northern city. Almost every neighborhood is changing racially and religiously. Many white Philadelphians are entrenching themselves in the outskirts of Philadelphia or in the suburbs, and presumably will resist efforts by Negroes and others to move to such areas. Less than 500 new homes have been made available to Negroes during the past 10 years, and only about 5000 additional homes altogether have been occupied by Negroes during the same period despite a population increase of 150,000.

Many schools are becoming all Negro. Health and recreational facilities are also increasingly or almost completely used by Negroes. Business and professional clientele are changing rapidly.

All of these developments are likely to produce minor or serious tensions unless constructive plans and programs are carried out by all concerned groups including the Police Department.

QUESTIONS FOR DISCUSSION

1. What efforts are being made to build understanding and cooperation between the public and the Police Department and how can civic groups help?

2. Who is responsible for handling public relations for the Police Department?

3. What procedure is there for regularly exchanging views, experiences and needs between the police and civic groups?

4. What program is there for developing constructive, cooperative relationships between police precincts and neighborhood groups such as Parent-Teacher Associations, Community Councils, Business Association, Churches, etc.?

5. Does the Police Department issue any publications or hold any conferences which civic groups might utilize to promote understanding? Can the needs and views of the Police Department be presented to or through civic groups?

6. How is the Police Department kept informed of civil rights developments generally throughout the United States and specifically of the relationships between police and various racial or religious groups especially in large cities?

7. What is the nature of the human relations training presently being given to (a) police officers already employed (b) new officers?

8. To what extent is such training known to the general public and how is the public involved?

9. Does the public understand to whom and how to present complaints of inadequate police protection, brutality, discrimination, etc?

10. What is the relationship between the Police Department and the Commission on Human Relations? Should tensions be reported directly to the Police Department or to the Commission on Human Relations?

11. In what ways can the practices of the Committee on Community Tensions be improved so as to better serve the police and the general community? How can the police make their grievances known to the public and how can the public be made to understand the limitations of what may be expected from police officers or the Police Department?

12. Is it possible to begin a long-range program of screening police (especially persons seeking to become police officers) as to their intergroup attitudes?

COPY

Philadelphia Jewish Community Relations Council

Fellowship Commission Building
260 South 15th Street
Philadelphia 2, Pa.

RECEIVED
NOV 4
Southern Regional Council

MEMORANDUM

November 2, 1953

TO: George S. Mitchell, Atlanta, Ga.; Harold A. Lett, Newark, N. J.; Francis McPeak, Chicago, Ill.; John Sullivan, New York State Commission; James Evans, Washington, D. C.; Charles Livermore, Buffalo, N. Y.; John Field, Toledo, O.; Corneff Taylor, Milwaukee, Wis.; Boris Joffe, Detroit, Mich.

FROM: Maurice B. Fagan, Executive Director, Philadelphia JCRC

RE: Police-Community Relations Conference

If at all possible, I would appreciate some word from you in response to my note of 10/21/53 re a Police-Community Relations Conference. It is my hope that I will be able to get enough data and suggestions together to make possible the holding of a special meeting of the Committee on Interprofessional Relations either on Tuesday evening prior to the opening of the NAIRO Conference or perhaps a breakfast meeting during the Conference itself.

In order to make such a meeting fruitful, we need the benefit of any information and views you can submit before then. Thanks in advance for your cooperation.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

565 NORTH ERIE STREET

TOLEDO 2, OHIO

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Buffalo, N. Y.
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MILDRED MAHONEY
Massachusetts Fair Employment Practice Commission
Boston, Mass.
SOUTH
GEORGE S. MITCHELL
Southern Regional Council
Atlanta, Ga.

318 Minneapolis City Hall
Minneapolis 15, Minnesota
November 3, 1953

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NOV 5
Southern Regional Council

Mr. George S. Mitchell
NAIRO Regional Chairman
Southern Regional Council
63 Auburn Avenue N. E.
Atlanta, Georgia

Dear George:

I am writing to ask you whether you want to arrange for any special meetings during otherwise unscheduled periods at the Conference.

The program for 8:00 P. M. on Wednesday, November 11, has been cancelled. We are now planning to hold the reception for new members immediately after the close of the afternoon session of the Conference on Wednesday. This reception, then, would run from about 5:15 until about 6:45 P. M. The remainder of the time on Wednesday evening is unscheduled, as are the luncheon periods from 12:00 to 2:30 Thursday noon and from 1:00 to 2:00 on Friday. Likewise, the morning sessions of the Conference do not begin until ten o'clock on Wednesday or until nine o'clock on Thursday and Friday, so that breakfast meetings would be possible on those days.

The Minneapolis Fair Employment Practice Commission is inviting representatives of other FEP commissions to a luncheon on Thursday noon. The Resolutions Committee has a meeting scheduled early Wednesday evening. If you will let me know of any other plans you wish to make for special meetings, room facilities can be made available and appropriate announcements made.

Best personal regards and good wishes.

Sincerely yours,

Wilfred C. Leland, Jr.

Wilfred C. Leland, Jr.
Chairman, 1953 Conference

WCL/vm

National Association of Intergroup Relations Officials

SEVENTH ANNUAL CONFERENCE

PROGRAM

Center for Continuation Study **University of Minnesota**

Minneapolis, Minnesota **November 11, 12, 13, 1953**

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Buffalo, N. Y.

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Board of Community Relations
Toledo, Ohio

Press Secretary
WILLIAM GREMLEY
Commission of Human Relations
Kansas City, Mo.

CONFERENCE PROGRAM

WEDNESDAY, NOVEMBER 11, 1953

00 a.m.-10:00 a.m.—REGISTRATION

00 a.m.-12:00—GENERAL SESSION — AUDITORIUM, MUSEUM OF NATURAL HISTORY
Keynote Speaker: J. Ernest Wilkins, Vice Chairman, President's Committee on Government Contract Compliance

ON—LUNCHEON SESSION
Report of Commission on Nature, Scope and Theory of Intergroup Relations Followed by a Discussion of This Report
Herman H. Long, Presiding

Panel Presentation, Intergroup Relations Theory

1. What is intergroup relations theory and what is its importance for the practitioner? Arnold Rose, Associate Professor, Department of Sociology, University of Minnesota
2. Is theory essential for the practitioner in intergroup relations? Pro, Franklin Edwards, Department of Sociology, Howard University
3. Is theory essential for the practitioner in intergroup relations? Con, George Schermer, Commission on Human Relations, Philadelphia, Pa.

5 p.m.-5:15 p.m.—
COMMISSION MEETINGS
(FIVE CONCURRENT DISCUSSIONS)

Commission on Nature, Scope and Theory of Intergroup Relations

Chairman: Herman H. Long, director, Race Relations Department, Fisk University, Nashville, Tenn.

Secretary: Helen Amerman, Committee on Race Relations, University of Chicago

1. Definition of the field of intergroup relations, Thomas A. Talley, Dan Dodson, Isidor Chein, Alex Miller, William Bradbury
2. Terms and concepts used in intergroup relations, Abraham F. Citron
3. Basic assumptions of intergroup relations practice, Charles Livermore, Harry Walker
4. Roles of intergroup relations workers, Hortense Gabel, George Nesbitt
5. Characteristics of good and bad professional practice, Alex Rosen, John Dean

Commission on Civil Rights

Chairman: Will Maslow, Director, Commission on Law and Social Action, American Jewish Congress, New York City

Secretary: Fritz Pollard, Commission on Human Relations, Chicago

1. Civil rights: a definition, Will Maslow
2. Current problems in religious liberty, Rev. Albert Foley, S.J., Leo Pfeffer
3. Americanizing our immigration laws, Sidney Liskofsky, Jules Cohen
4. Suffrage and mob violence, George Mitchell
5. Places of public accommodation, Theodore Leskes

6. Conducting legislative campaigns, Sidney Vincent, Charles Lucas, Clarence Mitchell
7. Other topics to be proposed by conference participants.

Commission on Education

Chairman: Eleanor Dungan, Department of Education, Commission on Human Relations, Chicago

Secretary: Dr. Anna P. Burrell, New York State College for Teachers, Buffalo

1. Discuss the conclusions from the study of the Impact of Current Intergroup Education Programs on Twelve Public School Systems, Eleanor Dungan and others
2. Integration of teachers and status and implications of desegregation in the public schools, Walter N. Ridley and others

Commission on Housing and Family Life

Chairman: Alexander J. Allen, executive director, Pittsburgh Urban League

Secretary: Margaret Garrity, Catholic Conference on Industrial Problems

1. Urban redevelopment, its implications for the private housing market
   Principal speakers:
   a. "Slum Clearance or Slum Transfer," Leroy Smith
   b. "New Families in Established Neighborhoods," Martin M. Cohn
   c. Discussant: George B. Nesbitt
2. Open occupancy, how it can be achieved in public and private housing
   Principal speakers:
   a. "In Public Housing," Edward Rutledge
   b. "In Private Housing," Arnold Rose
   c. Discussant: Charles Livermore

Commission on Manpower Utilization

Chairman: Murray A. Lewis, executive director, Jewish Personnel Relations Bureau, Los Angeles, Calif.

Secretary: Thomasina Norford, Formerly Minority Groups Consultant, U. S. Employment Service

Discussion Leader: Robert Tannenbaum, Industrial Relations Center, University of California at Los Angeles

1. For a policy and practice of employment on merit, what educational programs will most effectively gain the support of employers, unions, employment agencies, and the public? Emanuel Muravchik, Bradshaw Mintener, William Seabron, J. J. Morrow
2. What techniques and approaches would most effectively inform minority group members of growing employment opportunities, stimulate training for such opportunities and promote on-the-job adjustment? Paul Slater, Maurice Moss
3. How can F.E.P. Commissions and the government contract compliance committee be used more effectively? Mildred Mahoney, Milo Manly, J. Ernest Wilkins, Albert T. Weiss
4. What is the place of public employment services in promoting merit employment? Thomasina Norford, Geraldine Bledsoe
5. What are the implications of population changes (both immigration and internal migration) for intergroup relations in the employment field? John Hope II

Program Continued on Reverse Side

LOCAL PLANNING COMMITTEE

WILFRED C. LELAND, JR.,
Chairman
Minneapolis Fair Employment Practice Commission

REV. DENZIL A. CARTY
Minnesota Conference NAACP

WILLIAM E. CRATIC, JR.
Minneapolis Branch NAACP

FRANK W. FAGER
Minneapolis Mayor's Council on Human Relations

KENT FITZGERALD
U. S. Bureau of Indian Affairs

SHELTON B. GRANGER
Minneapolis Urban League

MRS. JOHN W. GRUNER
Joint Committee for Employment Opportunity

MAX KARL
National Conference of Christians and Jews

REV. DAISUKE KITAGAWA
Japanese American Community Center

MRS. HELEN PARKER MUDGETT
General Extension Division, University of Minnesota

RUSSELL E. MYERS
St. Paul Council of Human Relations

CLIFFORD E. RUCKER
Governor's Interracial Commission

SAMUEL L. SCHEINER
Minnesota Jewish Council

MONROE SCHLACTUS
Anti-Defamation League of B'nai B'rith

HUBERT A. SCHON
Minnesota United Labor Committee for Human Rights

PAUL SLATER
Minneapolis Jewish Vocational Office

FRANK M. SMITH
St. Paul Branch NAACP

THOMAS A. TALLEY
St. Paul Urban League

University of Minnesota
Center for Continuation Study

CONFERENCE ARRANGEMENTS

While the Conference Program is designed primarily to meet the needs of NAIRO members, others are welcome to attend. All interested persons will be welcomed to hear the keynote address in the auditorium of the Museum of Natural History and to attend the Wednesday evening recreational program without charge. The banquet Thursday evening is open to all interested persons upon purchase of a dinner ticket for $2.75. Observers may listen to Senator Humphrey and the other speakers that evening from the balcony of the Grand Ballroom in Coffman Memorial Union without charge. All other sessions of the Conference may be attended by interested persons upon payment of the $2.00 Conference registration fee. This registration fee is not required from the holders of NAIRO membership cards.

For reservations or further information address NAIRO, 318 City Hall, Minneapolis 15, Minn., MAin 1116, Ext. 425.

5:45 p.m.-6:45 p.m.—RESOLUTIONS COMMITTEE MEETING

7:00 p.m.—RECEPTION FOR NEW MEMBERS
Campus Club, Coffman Memorial Union

8:00 p.m.—CREATIVE TECHNIQUES FOR HUMAN RELATIONS WORKERS
Grand Ballroom: Coffman Memorial Union
Director: Grace Walker, National Recreation Association, New York City
Assistants: Nancy M. Hauser, Carleton College Northfield; Edmund Lukaszewski, Minneapolis Public Schools; Mary Gwen Owen, Macalester College, St. Paul; Henry N. Teipel, Minnesota Mining and Manufacturing Company, St. Paul; Demonstration groups from Twin City organizations
Narrator: Helen Parker Mudgett, University of Minnesota
Program will conclude with square dancing for all.

THURSDAY, NOVEMBER 12, 1953

9:00 a.m.-12:00 noon—ANNUAL BUSINESS MEETING; Presiding, CHARLES LIVERMORE, President

Reports of Committees and Election

Nominating, Helen L. Peterson; Finance, Dan W. Dodson; Publications, Arnold Aronson; Non-professional Leadership, George Conley; Inter-professional Relations, Maurice Fagan; Membership, Corneff Taylor; 1954 Conference, Mildred Mahoney

2:30 p.m.-5:00 p.m.—COMMISSION MEETINGS (continuation)

6:00 p.m.—DINNER MEETING—GRAND BALLROOM, COFFMAN MEMORIAL UNION
Address: Senator Hubert H. Humphrey
"Today's Challenge in Intergroup Relations"

9:00 p.m.—THE PRESIDENTIAL RECEPTION
NAIRO Gridiron Program, Standard Club

FRIDAY, NOVEMBER 13, 1953

9:00 a.m.-10:30 a.m.—
DEPARTMENTAL MEETINGS
(SIX CONCURRENT DISCUSSIONS)

Department of Local Public Services

Chairman: Marshall Bragdon, executive director, Mayor's Friendly Relations Committee, Cincinnati, Ohio

1. Presentation of newly collected information on agencies
2. Inventory of reports and materials available from members
3. Exchange of procedural information, and planning of year-round exchange
4. Discussion of "working assumptions"
5. Evaluation of submitted case histories

Department of State Public Services

Chairman: Harold Lett, assistant director, Division Against Discrimination, State of New Jersey, Newark, N. J.

1. Making state agency work effective
   a. Through legislation

b. Through education
c. Through public relation publicity, co-ordination
Mildred H. Mahoney and others

2. How our agency tackled the job
   a. With aid of an enforceable law
   b. Without an enforceable law
   Frank Simpson and others
3. Our plans and program for 1954
   a. Use of new approaches, improvement in old procedures
   b. Action objectives, research projects, dealing with legislatures
   c. Cooperation with other state agencies
   George Conley and others

Department of Local and State Private Services

Chairman: Myron Schwartz, executive director, Jewish Community Relations Council, St. Louis, Mo.

1. Application of the NAIRO Commission Reports discussed at preceding sessions of the Conference to the local private operation, Maurice Fagan
2. Programming, professional relationships and other matters of interest to those engaged in local private services, George Mitchell

Department of National Private Services

Chairman: R. Maurice Moss, associate executive director, National Urban League

1. Round table discussion of the role of the Department of National Private Services in coordinating activities in the intergroup relations field and in making the work of each agency more effective

Department of Federal Services

Chairman: George Nesbitt, Slum Clearance and Urban Redevelopment Division, Housing and Home Finance Agency

1. Summary report on survey of current racial relations functioning in federal government agencies, James C. Evans
2. Assumptions and approaches employed by racial relations specialists in federal agencies, George Schermer

Department of Research Service

Chairman: Helen Amerman, University of Chicago, Committee on Education, Training and Research in Race Relations

1. Organization of the Department
2. Plans for circulation of information about current and proposed research in intergroup relations
3. Determining needs for new research in intergroup relations and projects which NAIRO might appropriately sponsor
4. Relations between the researcher and the foundation

10:30 a.m.-10:45 a.m.—COFFEE BREAK

10:45 a.m.-1:00 p.m.—DEPARTMENTAL MEETINGS (continuation)

2:00 p.m.-3:00 p.m.—BUSINESS MEETING;
Presiding, CHARLES LIVERMORE, President
Continuation and Conclusion of Business Reports
Resolutions Committee Report, Margaret Garrity
Evaluation of Conference
Remarks of Incoming President

3:00 p.m.—ADJOURNMENT

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Boston, Mass.
SOUTH
GEORGE S. MITCHELL
Southern Regional Council
Atlanta, Ga.

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Southern Regional Council

November 3, 1953

MEMORANDUM

TO: ALL BOARD MEMBERS, DEPARTMENT, COMMITTEE, and COMMISSION CHAIRMEN

FROM: John G. Feild, Secretary

SUBJECT: ANNUAL CONFERENCE

More time will be available this year for NAIRO business meetings. In addition, due to the cancellation of the Wednesday evening program, it will be possible for each Committee, Commission, and Department Chairman to schedule a meeting of his group at that time.

A meeting of the Board has been scheduled for 8:00 P.M. at the Continuation Center, Tuesday Evening, November 10, 1953.

John G. Feild

JGF:arv

Geo.:
I hope you can manage your usual miracle and ahead this year. I always look forward to seeing you. Best wishes.
Joe

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

565 N. Erie Street Toledo 2, Ohio

November 3, 1953

Dear NAIRO Member:

Bill Leland has informed me that about 60 advance registrations are in already. PLEASE SEND YOURS NOW if you have not already done so.

The Commission Reports will be available at the time of the Conference and will be distributed to all members free of charge. I believe you will find them of very great value and we hope that many of you will be able to order a set or two for your agency. We hope to be able to sell 200 to help defray the cost of publication.

Ample time will be available this year for Committee meetings and other NAIRO business. Let me remind you to bring with you the proposed By-Law changes and any other materials you may wish to see discussed at this Conference.

See you next week. Best wishes.

Very truly yours

John G. Feild

John G. Feild
Secretary

JGF:arv

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WESTERN UNION

W. P. MARSHALL, PRESIDENT

1206 10-51

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	COLLECT			

Send the following message, subject to the terms on back hereof, which are hereby agreed to

HELEN AMERMAN
RESEARCH CONFERENCE COORDINATOR
5439 SOUTH KIMBARK
CHICAGO ILLINOIS

COULD ONLY MAKE IF SOME WAY COVER TRAVEL APPRECIATE INVITE

GEORGE S MITCHELL

SENDER IS AWAITING A SPEEDY

answer

PLEASE GIVE IT TO THE MESSENGER OR TELEPHONE

WESTERN UNION

W. P. MARSHALL, PRESIDENT

FX-1201

SYMBOLS
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GEORGE S MITCHELL,SOUTHERN REGIONAL COUNCIL

AUBURN AVE NORTHEAST ATLA=

RE MY LETTER OF NOV 20 CAN YOU ACCEPT OUR INVITATION FOR DEC 28TH PLEASE REPLY COLLECT VIA WESTERN UNION=

HELEN AMERMAN RESEARCH CONFERENCE COORDINATOR=..

RECEIVED
DEC 1
Southern Regional Council

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

November thirty, 1953

Miss Helen E Amerman
Research Conference Coordinator
N A I R O
5439 South Kimbark
Chicago 15, Illinois

Dear Helen:

I would be mighty happy to come to Chicago and to be a discussant, and soon, but I cannot swing the railroad fare and the $25.00, generous as it is, would not pay it.

If you have some arrangement for getting me up there and back I will be glad to come and do anything you want.

Sincerely yours

George S Mitchell
Executive Director

gsm-t

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GEORGE S. MITCHELL
Southern Regional Council
Atlanta, Ga.

Nov. 20, 1953

RECEIVED
NOV 23
Southern Regional Council

Dear George,

I want to add a personal note to tell you how sorry I was not to have a real visit with you while we were in Minneapolis. I was especially sorry to have to miss the last day, and the purse which Will Leland brought me from the business session was just overwhelming. NAIRO is certainly a wonderful group!

About the enclosed invitation, I know this means another trip North quite soon, but I really do hope you can accept. A bachelor friend of mine who lives in the same building I do has offered the hospitality of his apartment if that would make it more feasible for you to attend--I live just a ten-minute walk from the campus.

Sincerely yours,

Helen

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5439 South Kimbark
Chicago 15, Ill.
Nov. 20, 1953

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Ave., N. E.
Atlanta, Ga.

Dear George:

This year NAIRO has received a grant from the Field Foundation which will make possible the Second Conference on Research in Intergroup Relations on December 28-30. The Committee on Education, Training and Research in Race Relations of the University of Chicago are again serving as hosts.

The Conference is planned to help intergroup relations practitioners conceptualize their professional problems in the terms used by the social sciences and to provide them with the more important findings of social research as a criterion for evaluating their practice and, on the other hand, to give researchers closer acquaintance with the experience of intergroup relations agencies as a practical check on their concepts and theories. A copy of the program is enclosed.

On behalf of the Research Conference Planning Committee I am writing to invite you to be one of the two discussants for the analysis of the Minneapolis Conference by Isidor Chein and John Dean, December 28 at the 9 AM session. We are offering an honorarium of $25 to each discussant. We hope you can be present for all three days.

May I hear from you at your earliest convenience--by return mail if possible?

Sincerely yours,

Helen

Helen E. Amerman
Research Conference
Coordinator

Program

SECOND CONFERENCE ON RESEARCH IN INTERGROUP RELATIONS
UNIVERSITY OF CHICAGO, DECEMBER 28-30, 1953

An ability to conceptualize the professional problems and activities in intergroup relations in the terms used by the social sciences gives the worker access to the findings of research as a criterion for evaluating practice. Conversely, familiarity with the experience of the intergroup relations agency may suggest to the researcher refinements of concepts and new variables to be taken into account in theory. The Research Conference Planning Committee believes that increased understanding and communication between the disciplines of research and practice in intergroup relations will ultimately result in more intelligent action and in more valid theory.

The first session of the Conference will be devoted to an analysis of the way in which intergroup relations workers define the situations in which they work and formulate their problems, as it was observed by a team of social scientists at the annual conference of the professional association in this field. It is hoped that this discussion will present the tasks and methods of the practitioner in a fresh perspective and suggest new problems for further research.

The next three meetings of this conference will set forth the pertinent theories and research findings of three broad areas of social science. They are intended to give a coherent statement of the most important sociological and psychological principles involved in intergroup relations.

The paper scheduled for the dinner meeting will provide a synthesis of the findings of intergroup relations research and indicate new problems for investigation.

The final papers, on techniques, will shift attention to professional practice and appraise six commonly-used types of program in the light of the social theory discussed previously and practitioner experience.

MONDAY, December 28

9 AM - 12 M

Welcoming Remarks

An Analysis of the 1953 NAIRO Conference
A team of social scientists who observed the Seventh Annual Conference on Intergroup Relations will report their findings concerning (1) the assumptions, (2) methods employed, (3) information which practitioners need, (4) implications of these findings for research.

15-minute Coffee Break

Two Discussants

Discussion among Team of Observers and Discussants

Questions from the Floor

MONDAY, December 28 (Continued)

1:30 - 4:30 PM

Population Trends and Intergroup Relations
This paper is intended to describe the context in which problems of intergroup relations arise and must be solved, in terms of population growth, immigration, migration, distribution, as well as such factors as the characteristics of the labor force, income distribution, etc.

15-minute Coffee Break

Two Discussants: Economics, Housing

Discussion among Discussants and Speaker

Questions from the Floor

4:30 - 6 PM

Small-group Meetings Arranged upon Request of Persons with Common Interests

8:30 - 11 PM

Reception

TUESDAY, December 29

9 AM - 12 M

The Structure and Dynamics of the Community
This paper will discuss research on the structure and dynamics of the community as a basis for identifying points of leverage and methods of changing institutional patterns.

15-minute Coffee Break

Two Discussants

Discussion among Discussants and Speaker

Questions from the Floor

1:30 - 4:30 PM

Personality and Intergroup Relations
This paper is intended to describe research dealing with the effects of intergroup contact or isolation on (1) personality development--especially the victim of segregation and the marginal individual, (2) attitude formation and change, and (3) group dynamics.

15-minute Coffee Break

Two Discussants

Discussion among Discussants and Speaker

Questions from the Floor

TUESDAY, December 29 (Continued)

4:30 - 6 PM

Small-group Meetings Arranged upon Request

6:30 - 10 PM

Dinner Meeting

The Status of Research in Intergroup Relations: Recent Trends and Present Needs
This paper is conceived as a sequel to Robin Williams' The Reduction of Intergroup Tensions, but would not be restricted to the problem of tensions.

WEDNESDAY, December 30

9 AM - 12 M

Assessing the Techniques for Action
This topic is divided between two papers which will discuss the assumptions and, on the basis of research findings, evaluate the usefulness of six techniques frequently employed by intergroup relations practitioners.

A. (1) Mass Media of Communication
(2) Group Dynamics
(3) Intergroup Contact Projects

15-minute Coffee Break

Two Discussants: From national private agency and research, respectively

Discussion among Discussants and Speaker

Questions from the Floor

1:30 - 4:30 PM

Assessing the Techniques for Action (Continued)

B. (1) Community Organization
(2) Legislative Campaigns and Litigation
(3) Changing Administrative Policy (Both private and governmental)

15-minute Coffee Break

Two Discussants: From federal agency and local private agency, respectively

Discussion among Discussants and Speaker

Questions from the Floor

NAIRO Research Conference Planning Committee

Herman Long, Race Relations Department, American Missionary Association, Chairman
Stephen Abrahamson, University of Buffalo
William C. Bradbury, University of Chicago
John P. Dean, Cornell University
Dan W. Dodson, New York University
John G. Feild, Toledo Board of Community Relations
Joseph Lohman, University of Chicago
B. T. McGraw, Housing and Home Finance Agency
Richard Marks, Detroit Commission on Community Relations
Will Maslow, Commission on Law and Social Action, American Jewish Congress
Helen E. Amerman, Conference Coordinator

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Dec. 5, 1953

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DEC 8
Southern Regional Council

Mr. George S. Mitchell, Executive Director
Southern Regional Council, Inc.
63 Auburn Ave., N. E.
Atlanta 3, Ga.

Dear George:

Thank you for your letter and telegram. I'm very disappointed, but understand your situation. Unfortunately, the housing and the honorarium were as much as I could muster for you.

I was disappointed not to have a real visit with you in Minneapolis. Better luck next time.

Sincerely yours,

Helen

Helen E. Amerman
Research Conference Coordinator

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

565 NORTH ERIE STREET
TOLEDO 2, OHIO

Fellowship Commission Building
260 South 15th Street
Philadelphia 2, Pa.

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SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

March 29, 1954

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear George:

Thanks very much for the 60 copies of "Race and Law Enforcement." We will have a wonderful kit of materials for the participants in our conference. I do wish it were possible for you to work out some way of coming because you have a great deal that you could contribute to our deliberations.

We have not as yet heard from the police chief of Atlanta. We now have acceptances from about twenty cities. An invitation went out immediately to Chief Lindbergh in Birmingham and Art Levin telephoned me about him. We hope that both police chiefs will be able to participate.

We also appreciate the helpful comments in your letter of March 17.

As always, warm personal regards.

Sincerely,

Maury

MAURICE B. FAGAN
Chairman, Committee on
Interprofessional Relations

MBF:gb

encl:

FIRST NATIONAL POLICE COMMUNITY RELATIONS CONFERENCE

April 8 & 9, 1954 - Philadelphia, Pa.

Please make the following reservations for me:

Lunch, Thursday, April 8, 1:00 p. m. ☐

Cocktails, Thursday, April 8, 5:00-7:00 p.m. ☐

Lunch, Friday, April 9, 12:30 p.m. ☐

NAME: _____

ADDRESS: _____

May 17, 54

Mr. Maury Fagan
Philadelphia, Pa.

Dear Maury,

We are sending you 60 copies of Race and Law Enforcement.

The simple thing to say about policy matters in the South is that by and large, pervasively a few years ago and more than lingeringly now, polcie officers enforced two sets of law: what they understood of statutory law, and the law of white supremacy. The second set of rules were not usually openly enforced, but the man was there with the gun and the stick, and he was a white man, and his opinion mattered, and colored people "acted careful" when he was around. And of course, behind the scenes, much police brutality has been admixed with racial prejudice.

More pay, better education, more training, better methods in the courts, better police supervision, more influence on City Council by Negro voters, are all doing a lot to improve the old trouble. Negro policemen do a lot, where they are used, not only to enforce the law among their own people, but to bring the white members of the force around to appreciating the problems of the Negro group. The police have their side of it, too. Plenty of drunken rowdiness, low character, gambling, numbers, general meanness.

One needed push is toward getting from the courts equal penalties for like offences, from rape through murder, folonious assault, burglary and what have you. Stiffer penalties for crimes of Negroes against Negroes would slowly press toward fewer offenses.

O Negro police officers, the simple thing is that with only white officers every arrest is an interracial incident. To the crowd on the street, here' this poor colored man in custody, and a big white guy with a uniform on holding a club or a gun. That changes when the arresting officer is of the same color.

Birmingham would be a good place for some sociological inquiry. There was a police department in the grip of a mean man. His grip was broken, and new people are in charge. It would be of the greatest interest to study the old system, the point of change, and the actual changes being produced.

I hope our Chief in Atlanta does go, and I rather think he will. Art Levin is trying to get it worked out. And I am sure you do well to invite also Robert Landbergh, the new Police Commissioner in Birmingham. I wish I could be there, but I canna'.

Sincerely,

George S. Mitchell
Executive Director

May 21, 1954

Mr. Will Maslow
American Jewish Congress
15 East Eighty-Fourth Street
New York, New York

Dear Will:

I will be glad to help on the NAIRO Commission on Other Civil Rights.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

RECEIVED
MAY 1954
Southern Regional Council

May 17, 1954

To: Members of the 1953 Nairo Commission on Other Civil Rights

From: Will Maslow

I hope you will forgive the use of the mimeograph machine in this memorandum; economy triumphed over formality.

I am inviting each person who served on the Commission on Other Civil Rights last year to serve again in 1954. The list appears on page 44 of last year's report. I hope that you will be able to accept.

On the assumption that you will serve, I am also asking you at this time to give consideration to the contents of the Commission's 1954 report. In accordance with a decision of the NAIRO Executive Board, the report will not describe developments since the last report but rather will focus attention on current, pressing problems. I wish to submit for your consideration the following list of topics as a basis for the report:

1. Getting out the Southern Negro Vote. - Better enforcement of Federal laws. Overcoming legal obstacles. Overcoming apathy.

2. Compulsory Segregation in Public Facilities. - The effect of the imminent Supreme Court decisions on parks, libraries, public auditoriums, etc. The effect of the decisions on Southern laws requiring segregation in privately owned facilities, such as railroads and theaters.

3. Increasing the Effectiveness of Equal Accommodations Laws. Encouraging resort to the laws by victims of discrimination. Broadening and strengthening existing laws. Improving the administration of existing laws.

4. Coping with Local Incidents of Violence. - Enactment of statutes, such as explosives control and anti-mask laws. Police training to deal with inter-racial tension. Obtaining more vigorous prosecution of offenders.

5. Race Tags in Newspapers. - The extent to which newspapers unnecessarily state the race, religion or national origin of persons charged with crime. The extent to which newspapers have abandoned this practice. Methods used to persuade them to do so.

6. The Impasse on Amending the Restrictive Aspects of the Immigration and Nationality Act of 1952. - The suggestions that have been made for its amendment. The forces supporting its amendment. Availability of additional sources of support.

7. Current Problems of American Indians. - What steps do Indian and civil rights groups support in attaining the goal of full equality for American Indians? The effect of legislation enacted in 1953, expanding state jurisdiction over Indian affairs.

8. Interreligious Conflict in Adoption and Child Placement. - Analysis of existing laws and their constitutionality. The extent to which civil rights groups should concern themselves with this problem.

I would appreciate your suggestions for additions to and other changes in this list.

Will you also indicate which subject you would like to be assigned to you or on which you can help? If you cannot assist directly, do you have any suggestions of qualified persons not members of our Commission or even of NAIRO?

June 1, 1954

Mr. Jacob Seidenberg
4104 Labor Department Building
Washington 25, D. C.

Dear Mr. Seidenberg:

Charlie Livermore called me about the June 16th meeting. I can't get out there unassisted travel-wise, but I would like to come or to send Mrs. Grace Hamilton of this office if the travel could be swung in some way.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

Copy to: Grace Hamilton

9TH

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

DEPARTMENT OF LOCAL PRIVATE SERVICES

MEMO TO: Members, Department of Local Private Services

FROM: Myron Schwartz, Chairman

DATE: May 28, 1954

SUBJECT: June 16 Meeting, President's Committee on Government Contracts

On June 16 the President's Committee on Government Contracts is holding an all-day meeting in Washington for exchange of views, discussions as to its work and program, etc. The various departments of NAIRO will be represented. The Chairman of the Department of Local Private Services has been invited to attend, representing that particular Department of NAIRO. In preparation for the meeting it is important that I have your views, with particular relevance to the following matters:

1. What are the ways in which the President's Committee can be helpful in your local community through a program of education. Specifically, what kinds of educational programs could be devised to familiarize holders of government contracts with the purposes, aims and functions of the President's Committee in securing compliance with the non-discrimination clauses in government contracts.

2. In connection with compliance with the non-discrimination provisions of government contracts:

   a) Briefly, what is the employment pattern in your area followed by holders of government contracts?

   b) Have you handled such complaints of discrimination in your area?

   c) What has been your experience in handling these complaints?

   d) Have you used the machinery of the President's Committee and, if so, with what results?

   e) What suggestions do you have for improving the operation of the President's Committee in securing compliance with the non-discrimination provision in government contracts?

3. Any brief comments you care to make relating to the entire subject of the President's Committee on Government Contracts.

Thanks for giving this your immediate attention. Please send your response to:

Myron Schwartz, Chairman
Department of Local Private Services
602 Fullerton Bldg.
St. Louis 1, Mo.

MS:ah

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Providence, R. I.

SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

June 11, 1954

Mr. George S. Mitchell, Exec. Dir.
Southern Regional Council, Inc.
63 Auburn Avenue N.E.
Atlanta 3, Georgia

Dear George:

The NAIRO Commission on Civil Rights, of which I am chairman, has the responsibility of arranging a session at the annual NAIRO Conference in November on "The Impact of the Supreme Court Decisions on Segregation in 17 States with Dual School Systems and on Advancement of Civil Rights, Generally." The conference will take place November 17 to November 19, in Boston. The session on the Supreme Court decisions will be on the evening of Wednesday, November 17. We expect that this will be the most important session of the annual conference. A great deal of attention will have been given to the decisions by that time and the exchange of ideas should be most fruitful.

It is our plan to have three speakers for the Wednesday evening meeting and we hope you will be one of them. Our plan is to have Bob Carter of the NAACP legal staff tell the story of the decisions generally. You would then be called on to discuss their impact in the South. We are asking Prof. Paul Freund of Harvard Law School then to go into detail on their legal implications. Your three talks would be followed by discussion from the floor. Among the items that you could cover would be: The reaction of different groups in the South, white and Negro, to the decisions, whether different reactions can be expected once the court issues its decree, the strength of the drive for integration in the Negro community, the likelihood and feasibility of continued segregation based on school district lines, and the effects of the decision on other forms of segregation such as railroads, libraries and public parks.

I do hope you will let me know promptly that you accept our invitation to participate in this meeting. I am sure you will understand that it is essential that we have someone who can present first-hand information of the picture in the South.

Yours sincerely,

Will

Will Maslow

June 23, 1954

Mr. Corneff R. Taylor
Executive Director
Mayor's Commission on Human Relations
155 East Kilbourn
Milwaukee, Wisconsin

Dear Mr. Taylor:

It suits my book a little better to write, myself, to my Board members and suggest to them that they join NAIRO. So, if you will send me 65 copies of what ought to go out, I will be willing to write each of our Board members a note about NAIRO.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

DEPARTMENT OF LOCAL PRIVATE SERVICES

MEMO TO: Members of Department of Local Private Services

FROM: Myron Schwartz, Chairman

DATE: June 16, 1954

Corneff R. Taylor, Chairman of the NAIRO Membership Committee, has asked that we send to him a list of names and addresses of Board members of our respective agencies. The purpose of this request is to circularize Board personnel in an attempt to interest them in becoming members of NAIRO. This is pursuant to decisions taken at the last NAIRO Conference regarding membership, and is being carried out by the Membership Committee, under the direction of the Board.

Your cooperation in this matter will be greatly appreciated. Send your list directly to

Corneff R. Taylor, Executive Director
Mayor's Commission on Human Relations
155 E. Kilbourn
Milwaukee, Wisconsin

Thanks for giving this your attention as soon as you can possibly do so.

MS:ah

602 FULLERTON BLDG.
SAINT LOUIS 1, MO.

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Ave., N.E.
Atlanta, Ga.

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Chicago, Ill.

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GEORGE E. CONLEY
R. I. Commission Against Discrimination
Providence, R. I.

SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

July 12, 1954

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear George:

Under separate cover I am sending you 65 NAIRO brochures, referred to in your recent correspondence with Corneff Taylor.

Cordially,

John G. Feild
Secretary

JGF:arv

cc: Charles Livermore
Herman H. Long
Harold A. Lett

Not has brochure

+ mailed July 22, 1954

July 15, 1954

Mr. Cornaff Taylor
Mayor's Commission on Human Relations
Milwaukee, Wisconsin

Dear Mr. Taylor:

We have sent out a NAIRO leaflet to + all our Board members, tacking to each one a ticket urging an interest in NAIRO, and praising the Reporter.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS is

- A national organization of individuals primarily engaged in intergroup relations.
- An association to improve intergroup relations and aid in the attainment of equality of opportunity for all persons regardless of race, religion, national origin or ancestry.
- An organization which seeks to improve standards of work in the field of intergroup relations and to advance professional and technical knowledge.

PURPOSE

The program of the National Association of Intergroup Relations Officials has this major purpose—To improve intergroup relations by:

- FACILITATING MORE EFFECTIVE EXCHANGE OF INFORMATION and experience and furthering cooperation among official agencies and citizens' organizations dealing with racial, religious, ethnic, and cultural relations.
- ESTABLISHING CONTINUING RELATIONSHIPS and providing the impetus and inspiration for regular exchange of information and ideas among individuals in national and international official and private agencies and organizations concerned with intergroup relations, in order to bring about more effective utilization of the resources of these agencies and organizations on the state and local scene.
- IMPROVING STANDARDS OF WORK IN THE FIELD of intergroup relations, advancing professional and technical knowledge and practice, and aiding professional and technical personnel and administrators in their day-to-day operations.

ORGANIZATION AND SERVICES

To accomplish its stated purposes, the National Association of Intergroup Relations Officials

- OPERATES A CENTRAL HEADQUARTERS office to serve the members, committees and conferences of the Association, and to act as a coordinating influence for individuals engaged in intergroup relations activities.
- SERVES ITS MEMBERS by developing through publications, committees, conferences and by other means, a continuing program designed to improve professional policy and practice and citizen support of and participation in intergroup relations.
- OFFERS THE SERVICES OF ITS OFFICE and membership machinery to intergroup relations agencies of local, state and national character, that professional exchange and cross-fertilization of ideas, techniques and experiences may be of direct benefit to all practitioners in this field of operation.
- PUBLISHES A MONTHLY PERIODICAL, NAIRO REPORTER, as the one professional organ in the nation which provides consistent, accurate and objective reporting of (a) incidents and events bearing upon intergroup relations;

(b) legislative acts and judicial opinions and rulings; (c) accounts of techniques and methods developed; (d) reports, synopses and critiques of research efforts, articles and publications relating to this field of interest.

MEMBERSHIP

Membership is limited to individuals and is of two classes:

- ACTIVE: Any person primarily engaged in intergroup relations in a professional staff capacity, whether salaried or voluntary; as a recognized authority; or as a member of the governing body of an agency or commission in this field. Active members shall be entitled to vote at any membership meeting, hold office, receive all regular and special informational services of the Association, benefit from services of the Personnel Exchange and from such other special services as shall be determined by the Board.
- ASSOCIATE: Any person subscribing to the basic objectives and program of the Association. Associate members shall be entitled to receive all regular informational services of the Association and participate in conferences of the Association. Associate members may be appointed to serve as consultants on committees.

MEMBERSHIP DUES

ACTIVE AND ASSOCIATE MEMBERSHIP dues are $10.00 per year.

AGENCY SERVICE SUBSCRIPTION FEES are on the following scale:

Agency Annual Budget	*Annual Subscription Fee*
Under $10,000	$ 25.00
Over $10,000, less than $25,000	50.00
Over $25,000	100.00

(In those instances where local provisions or resources limit payment of subscriptions according to the above scale, the annual fee may be adjusted upon application to the Association.)

The membership application blank on the reverse side is for your convenience in applying for membership.

MEMBERSHIP APPLICATION

To NAIRO, 565 North Erie Street, Toledo 2, Ohio

Please enroll as:

Active / Associate } member at $10.00 per year. ..... Enclosed find check.

Agency Subscription at ..... per year. ..... Please bill me.
(See Schedule on reverse)

Name .....

Title .....

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Tear Off This Application Blank Here

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1954

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Midwest—Paul Klein, Labor Committee for Human Rights, Cleveland, Ohio

East—George E. Conley, R. I. Commission Against Discrimination, Providence, R. I.

South—Ruby Hurley, NAACP, S. E. Region, Birmingham, Ala.

Rm. to A H

August 17, 1954

Mr. James C. Evans
Civilian Assistant
Office of the Secretary of Defense
Washington, D. C.

Dear Mr. Evans:

If Random House would put out a $.25 edition of Brothers on the Color Front, the Southern Regional Council would buy twenty-five and would encourage its purchase by the twelve Southern state outfits affiliated with SRC by the time it might come out. Other organizations which might buy in decent quantities are the National Council of Christians and Jews, the Anti-Defamation League of B'nai B'rith, and the American Jewish Committee.

I believe that if you dickered with the NAACP you might find some channels through which they could encourage their local branches to buy a hundred or two per branch.

You might deal, also, with Mr. H. Councill Trenholm at Alabama State College in Montgomery. He is president of the American Teachers Association. Its component state organizations of Negro teachers have money in their treasury and could buy the book in good quantity.

Here are two copies of Answers for Action. The map at the back is ill printed in this first run, but if we can sell the first edition of 20,000, we can get out the map in improved form.

Warm regards to you,

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Encls.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

565 NORTH ERIE STREET

TOLEDO 2, OHIO

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R. I. Commission Against Discrimination
Providence, R. I.

SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

13 August 1954

RECEIVED
AUG 16 1954
Southern Regional Council

Mr. George S. Mitchell
Executive Director
NEW SOUTH
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

Your assistance is requested in connection with the letter from Mr. Maule of Random House, copy inclosed. While BREAKTHROUGH ON THE COLOR FRONT is an authentic,--almost a working manual,--on our development of integration in the armed services, it is not an official publication for numerous obvious reasons. Hence this inquiry through other channels.

We hope that through some of the numerous national organizations with which you serve, you can furnish suggestions leading to the assurance which the publishers understandably desire. BREAKTHROUGH is good reading, is highly rated in reviews but beyond this, it is an outstanding, timely work. It should prove useful, for example, in connection with integration in the field of education, in religion and in other phases of our national life.

Your advices would be appreciated.

Sincerely yours,

James C. Evans

JAMES C. EVANS

Inclosures (2)

cc: Mr. Harry E. Maule

Where is your publication
ANSWERS of which we hear,
but do not see?

Random House, Inc. THE MODERN LIBRARY

457 MADISON AVENUE · NEW YORK 22, N. Y.

HARRY S. MANLE, EDITOR

August 3, 1954

Mr. James C. Evans, Civilian Assistant
Office of the Assistant Secretary of Defense
Washington 25, D. C.

Dear Mr. Evans:

Returning to the question of a possible 25¢ reprint edition of BREAKTHROUGH ON THE COLOR FRONT by Lee Nichols:

As I told you, we are continuing our efforts to place this, and one of the houses with which we have been working asks if you can give us the names of the organizations through which a paper-bound edition might be sold, with a conservative estimate of what quantity each organization might be expected to buy for distribution.

You understand, of course, that these reprint publishers ordinarily are not geared to do any special kind of selling and promotion. The vast majority of their books are simply distributed like magazines to newsstands, drug stores, and other such outlets where the public serve themselves. However, in the case of the house with which we are working now, if the potential market through organizations were large enough and would be easily enough reached, they might be able and willing to divert the time and efforts of some of their staff to this special sales effort. Therefore I sincerely hope that you'll be able to give me some really significant estimates along the lines suggested.

With all best wishes, I remain,

Yours very sincerely,

Harry E. Maule

Copy to: Mr. Lee Nichols
United Press Associations
National Press Building
Washington 4, D. C.

Sept. 23, 1954

Mr. Will Maslow
American Jewish Congress
15 E. 84th St.
New York, N. Y.

Dear Mr. Maslow:

Dr. Mitchell asked me to prepare the enclosed summary for the NAIRO Commission on Civil Rights.

Sincerely,

Anna Holden
Research Assistant

File copy

COMPULSORY SEGREGATION IN PUBLIC FACILITIES

One week after outlawing segregation in the nation's public schools the U. S. Supreme Court refused to review three cases involving compulsory segregation in other public facilities. Among the lower court decisions left standing, one banned segregation in a low-income housing project in San Francisco. Another called for equalization of golf facilities for Negroes and whites in Houston, conceding that golf facilities could be equalized "while preserving segregation." The third decision, upholding segregation in a municipally-owned but privately leased ampitheater in Louisville, was remanded to the lower court for reconsideration "in light of" the school segregation decision and "conditions that now prevail."

Encouraged by the school segregation ruling and the high court's subsequent action in the housing and park cases, individuals and groups all over the country, but particularly in the Southern and border states, stepped up demands for desegregation in public facilities other than schools. Immediate pressures concentrated -- and were most successful -- in the area of municipal and state park facilities. Efforts to eliminate segregation in railway travel, theaters and other privately-owned public accommodations continued.

Municipal golf facilities. Following the Supreme Court's refusal to act on the Houston case, Houston's City Council adopted an emergency ordinance permitting Negroes unrestricted use of the city's three golf courses. The ordinance, which took effect immediately, passed at the recommendation of City Attorney Will Sears, who stated, "we cannot say that any segregation is lawful. Every attempt at segregation has been struck down by the Supreme Court's decision in recent years." Sears told the City Council that Houston would run "extreme risks" of having the action declared illegal if it attempted to meet the court's order to equalize facilities by providing separate courses for Negroes, or by

reserving certain days for exclusive use by Negroes. Negroes began using Houston's courses the day after the Council's action. The Houston Chronicle commented, "By comparison with the matter of integration of pupils in the schools, it seems so unimportant that it will occasion little more than a ripple of interest." District Judge T. M. Kennerly, the lower court judge who ordered equalization, has since ruled that Negroes have the right to play on Houston's courses by virtue of the city ordinance abolishing segregation.

Dallas, Texas, also lowered the color bar in its municipal golf facilities soon after the Supreme Court's May action. Requests to use other park facilities revealed that Dallas had no municipal laws prohibiting Negro use of any of the city's recreation facilities. Taking the initiative, the Dallas park board informed the president of the Dallas Negro golfers' association that the department had no rules against Negro use of municipal courses and would allow all golfers to play. Before this action Dallas reserved one course for Negroes, three for whites.

Moves to de-segregate golf facilities in Atlanta, Birmingham, Columbus, Georgia, and St. Petersburg, Florida, met with less success.

In Atlanta a July District Court ruling ordered equalization of the city's white and Negro golfing facilities, but stipulated that equal facilities could be provided within the framework of segregation. The suit, filed in 1951, demanded entrance to one of Atlanta's seven golf courses for whites. The city provides no courses for Negroes, but has set aside funds for constructing a separate course for Negroes since the suit originated. No action to equalize facilities had been taken in August, when the ruling was appealed. Before the ruling came down Mayor Hartsfield announced that city officials might adopt a plan of opening municipal courses to Negroes on certain days each week.

Negroes seeking use of Birmingham's city golf links were told to apply to the city's park and recreation board, while requests of Negro golfers to use

the city-owned golf course in Columbus, Georgia, were referred to the city commission. The St. Petersburg, Florida, City Council voted unanimously to give up the course it leased rather than permit Negroes to use it, even on a segregated basis.

Municipal swimming pools. No swimming facilities were involved in the two park cases before the Supreme Court in May, but earlier in the term the court refused to review a decision ordering Kansas City officials to admit Negroes to the city's Swope Park pool. The Swope Park pool and at least one other border-state municipal pool were integrated this summer without incident. In Clinton, Oklahoma, Negroes began using the city pool late in July. Prior to appearing at the pool, several Clinton Negroes questioned the park director, who told them he would have to let them use the pool if they insisted.

Negroes demanding use of municipal pools in Baltimore, San Antonio, Perry, Oklahoma, and Marion, Indiana, met with adverse court rulings or evasive tactics on the part of city officials. A Baltimore District Court judge, considering the implications of the school segregation decision on city pool facilities, ruled that the reasons for outlawing segregation in public schools "apply with diminished force, if at all, in the narrow field of public bath and swimming facilities." Judge Thomsen, who issued the ruling, called for further hearings to determine whether Baltimore's separate pool facilities were equal. In San Antonio, city officials closed all twelve of the city's municipal pools for "cleaning and repairs" the day after Negroes entered one of the "white" pools. One Marion, Indiana, city pool was also closed after Negroes filed suit to use the pool. The request of Perry, Oklahoma, Negroes to use municipal swimming facilities was turned over to the City Council.

Municipal beaches. Dr. Von Mizell, spokesman for a Broward County, Florida, legal redress committee, stated that Negroes would begin using established public beaches if a beach of their own was not provided by July 4. An

Associated Press survey released at the time of Dr. Mizell's ultimatum indicated that segregation is practiced at public pools and beaches throughout the state of Florida, with few facilities for Negroes. Soon after Mizell's demand for a Negro beach a cross was burned in front of the funeral home operated by his cousin LeRoy Mizell. Police thought the cross was intended for Dr. Von Mizell.

Other municipal park facilities. The Supreme Court's action in remanding the Louisville park case to the lower court for reconsideration "in light of" the school segregation decision and "conditions that now prevail" has generally been interpreted as a ban on segregation in municipally-owned recreation facilities. Louisville's Mayor, however, told a delegation from NAACP shortly after the court's action that the city would not change its present segregated park system until the Supreme Court's decision on the case "becomes final and all its ramifications become known." Another suit involving segregation in Louisville Park facilities is before the Kentucky Court of Appeals.

Early in June the Dallas park board gave permission to a Negro sorority to use the Dreyfuss Club at the city's White Rock Lake Park. Only white groups had used the club previously. Permission to use the park's club facilities preceeded integration of Dallas' municipal golf courses.

In Houston, a move to extend integration to all municipal park facilities was defeated in the City Council.

State parks. Recent action to de-segregate state park facilities has been limited to several border states, including West Virginia, Oklahoma and Maryland.

This summer Negroes began using swimming facilities in Tomlinson Run and Hart's Run state parks in West Virginia. So many Negroes flocked to the pool at Hart's Run Park, White Sulphur Springs, West Virginia, that state officials put an out-of-state tariff of $2.50 on swimmers from neighboring states.

In Oklahoma D. J. Diggs filed a petition opposing the sale of bonds to finance a proposed Carver Memorial Area for Negroes in Sequoyah State Park. Diggs asked the Oklahoma Supreme Court not to approve the bond issue since the plan to establish a separate Negro park area is contrary to the constitution of the United States. The court approved the bond issue to finance Carver Memorial, but Diggs plans to continue legal action to stop construction of the segregated park.

District Judge Thomsen upheld segregation in Maryland's state parks at the same time he ruled on separation in Baltimore's municipal pools. Negroes filed suit to use Maryland's Sandy Point Park for whites several years ago on the grounds that facilities in Fort Smallwood Park were inferior. In August Judge Thomsen ruled that the two parks were substantially equal, and that segregation could continue since the decision banning segregation in the schools did not apply to segregation in park facilities.

No action designed to break down segregation in state parks in the South was reported, though Negroes in Texas and Virginia filed suits demanding entry to the "white" parks in both states several years ago. State park facilities are segregated throughout the South, with few or no parks for Negroes in most states. A recent Southern Regional Council survey of nine Southern states, for example, showed that only twelve parks for Negroes were in operation or under construction, while 180 parks for whites were available in the same states.

Municipal airport restaurants. At the end of May, 1954, the Nashville, Tennessee, City Council adopted a resolution objecting to "any form of discrimination or segregation" at the municipal airport. The resolution was passed to end segregation at the privately-leased restaurant at the Nashville airfield. Negroes in Charlotte, North Carolina, have since lodged a formal complaint against discrimination in Charlotte's airport eating facilities. Knoxville, Tennessee, dropped

segregation in its municipal airport restaurant last January.

Other publicly-owned facilities. No intensified efforts to integrate public auditoriums or public libraries have yet followed the Supreme Court's May action. Cities in the South have recently shown more willingness to permit all-Negro groups to use their city auditoriums, but performances are generally segregated when both groups attend. At least 63 main public libraries in the South serve the whole community, while an additional 25 give limited service to Negroes. One or more branch libraries in eleven localities in the South serve both whites and Negroes.

Privately-owned public accommodations. Continuing attempts to desegregate railway travel, NAACP initiated action against eleven railroad lines for policies, rules and/or practices discriminating against Negro passengers. Seven of the eleven railroad lines agreed in hearings before the Interstate Commerce Commission in July that they segregated white and Negro passengers to some extent. Testimony came from Negroes who were segregated in north-south and east-west train travel and in waiting rooms in Richmond, Bowling Green and Raleigh. Parties involved in the suits have until October 18 to file briefs with the Interstate Commerce Commission.

Movie theaters. The Criterion theater and three other movie theaters in Oklahoma City began accepting Negro patronage on a non-segregated basis in August. Earlier in the year Washington, D. C., and Cairo, Illinois, successfully opened their motion picture houses to the entire community, Cairo through appeal to a state statute prohibiting racial discrimination in places of public accommodation.

Hotels. Little progress in the area of hotel restrictions based on race has been reported. The St. Louis, Missouri, Chase Hotel housed all the Brooklyn Dodger team for the first time this season. Negro players have formerly stayed in a separate hotel.

Virginia's General Assembly passed a law this spring making it illegal for hotels to advertise a ban against Jewish clientele in newspapers and magazines, and on radio, television and signboards.

September 22, 1954

Copy of report in daily file -
please attach -

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

565 NORTH ERIE STREET

TOLEDO 2, OHIO

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Buffalo, N. Y.

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SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

AH
What say?
GSM.

September 23, 1954 G-23

Report sent him
attached
G

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue NE
Atlanta 3, Georgia

Dear George:

Since I have not heard from you since my letter of September 1, I assume that I can count on you for a draft of the portion of the 1954 report of the NAIRO Commission on Civil Rights on compulsory segregation. John Feild has begun to crack the whip and we must have the draft sections of the report on October 1 at the latest.

Please let me know by return mail whether I can count on you to meet that deadline.

Sincerely yours,

Will

Will Maslow

Sept. 23, 1954

Mr. Will Maslow
American Jewish Congress
15 E. 84th St.
New York, N. Y.

Dear Mr. Maslow:

Dr. Mitchell asked me to prepare the enclosed summary for the NAIRO Commission on Civil Rights.

Sincerely,

Anna Holden
Research Assistant

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SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

September 1, 1954

RECEIVED
SEP 3 1954
Southern Regional Council

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Ga.

Dear George:

We are trying to get the report of the Commission on Civil Rights in shape and I am calling on you for help. You will recall that it is our plan that the 1954 report will not attempt to describe developments generally since the last report but rather will focus attention on current, pressing problems. One of those listed in our original memorandum was as follows:

> Compulsory Segregation in Public Facilities. - The effect of the imminent Supreme Court decisions on parks, libraries, public auditoriums, etc. The effect of the decisions on Southern laws requiring segregation in privately owned facilities, such as railroads and theaters.

The logical place to get a treatment of ~~the~~ that subject is the Southern Regional Council. Consequently, you are it. Of course, this does not mean that it has to be you, personally. If Harold Fleming or someone else you select is in a better position to prepare a draft of this section, that will be quite all right.

As it looks now, each of the sections should run to six pages, double space. That means about 2,000 words.

I would like to have your draft soon enough to circulate it to other members of the Commission. In the unlikely event that you have to turn me down, please let me know promptly.

Yours sincerely,

Will

Will Maslow

Mrs. H. + Mr. Fleming to prepare

Nairo [redacted]

MICHIGAN COMMITTEE ON CIVIL RIGHTS

806 WASHINGTON BOULEVARD BUILDING, DETROIT, MICHIGAN

WOodward 2-6711

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Mrs. Nellie Brooks
Mrs. Charles Dengler
Mrs. Louise Donaldson
Alex Fuller
William O. Greene
Miss Ora Hinckley
Dr. Shmarya Kleinman
Dr. J. Leonidas Leach
Harold C. McKinney
Dr. Howard H. McNeill
Marvin Meltzer
Sheldon Rahn
Raymond Rappaport
Dr. Frank Rosenthal
August Scholle
Robert P. Scott
Benjamin Stanczyk
Canon John Shufelt
Morton J. Sobel

September 24, 1954

RECEIVED
9/27/54
Southern Regional Council

Dear Friend:

I am writing to ask your cooperation in preparation of a section of the Report the Commission On Other Civil Rights will present at the 1954 NAIRO Conference in Boston, November 17-19.

I have accepted the Commission Chairman, Mr. Maslow's invitation to prepare the section of the Report which deals with Equal Accommodations Laws. The emphasis will be on methods and techniques of increasing the effectiveness of Equal Accommodations Laws.

I will deeply appreciate your courtesy in returning the attached questionnaire to me by September 30, in order that I may summarize the replies for incorporation into the Report and forwarding to the Commission Chairman.

Looking forward to seeing you in Boston.

Cordially yours,

Olive R. Beasley

(Mrs.) Olive R. Beasley
Executive Director

ORB:ch

Enc.

INCREASING THE EFFECTIVENESS OF EQUAL ACCOMMODATIONS LAWS

If your city or state has such legislation, what steps has your agency or organization taken

1. To encourage resort to the laws by victims of discrimination?

2. To Broaden or Strengthen Existing laws?

3. To improve administration and enforcement of existing laws?

Please comment briefly on results of above efforts.

In the event your community does not have existing laws:

1. What efforts are being made to combat discrimination in places of public accommodations that you believe would furnish helpful suggestions to other communities?

_____

_____

_____

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Please send samples of educational materials you have used for popular education to secure essential aim of Equal Accommodations laws.

Other Comments _____

_____

_____

_____

_____

_____

_____

Name _____

Organization or Agency _____

Address _____ City _____ State _____

☐ Private ☐ Public

Official Title _____

602 Fullerton Bldg.
St. Louis, Missouri

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

RECEIVED
10/14/54
Southern Regional Council

DEPARTMENT OF LOCAL PRIVATE SERVICES

MEMO TO: Members of Department of Local Private Services

FROM: Myron Schwartz, Chairman

DATE: October 13, 1954

By this time you have probably received a copy of the NAIRO program for the forthcoming Conference at the Sheraton-Plaza Hotel in Boston, November 17-19.

You will note from the program that the departmental meetings will be held Friday, November 19 from 1:00 to 3:30 P.M.

We are, of course, counting upon your participation in what promises to be a most fruitful Conference.

In considering suggestions for topics to be discussed at our departmental meeting, it seems to be the consensus that the following should receive major attention:

1) Relationships between the local private and the local public agency. We would anticipate that this would include discussion of structural, professional and operational relationships.

2) Applicability of the Commission reports to the operation of the local private agency. (You will note from the program that each of the five NAIRO Commission Reports will be the subject of a general session preceding the departmental meeting.)

We certainly hope that you are planning to attend the Conference. We will welcome any suggestions that you may care to make relating to our departmental meeting.

Best regards.

MS:ah

October 14, 1954

Mrs. Helen E. Amerman
5439 South Kimbark
Chicago 15, Illinois

Dear Mrs. Amerman:

We don't do anything that I would call original research. The role we covet for ourselves is one of research interpretation -- down from the books to the folks and up from the folks to the book-doers.

We do, once a year in September, find out how many Southern cities have Negro police personnel. And, occasionally, we write out and get in special information on recreational facilities, or Negro firemen, or something like that. But to tell you the truth, our research is a hope.

We ought to have some people who could manage an up and down flow of info about research works and needs, but haven't got any such people and haven't got any money to hire them.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

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Birmingham, Ala.

Oct. 12, 1954

Please reply to:
5439 South Kimbark
Chicago 15, Ill.

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10/13/54
Southern Regional Council

Dr. George S. Mitchell
Southern Regional Council
63 Auburn Ave., N.E.
Atlanta, Ga.

Dear George:

I have just been asked to prepare a 400- or 500-word article on trends and developments in research in 1954 for the NAIRO Reporter, with a deadline of October 21.

I would appreciate it greatly if you would furnish me with a very brief and immediate answer about the intergroup relations research which is being conducted under the auspices of your Council and any observations which might guide me in making my report.

I hope that you will be able to attend the NAIRO Conference in Boston.

Sincerely yours,

Helen

Helen E. Amerman
Chairman, Department of
Research Services

Nairo Conference Committee
41 TREMONT STREET
BOSTON 8, MASSACHUSETTS

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11/2/54
Southern Regional Council

CO-CHAIRMEN:
MRS. MILDRED H. MAHONEY
THOMAS C. HEFFERNAN

October 26, 1954

Dear N.A.I.R.O. Member:

I assume you all read Charlie Livermore's breezy letter of August 23rd in which he advertised so very pleasantly the coming Conference in Boston on November 17, 18 and 19th. Tom Heffernan and I hope it will come up to his expectations. We're doing our best to make you comfortable and happy and have every confidence that such a group as ours is bound to get worthwhile things accomplished and have fun as well.

Enclosed you will find a reservation card for the Sheraton Plaza Hotel. The hotel states this card must be returned by the 9th. To help us in our Conference Planning please check off the list on the return card addressed to me.

You are all invited by the Mayor to the breakfast on November 17th and the bus trips. Please don't miss this opportunity to see historic Boston. The Governor's luncheon on the 19th must be limited to 50. Invitations for that will go out somewhat later. If you are a pillar of the Conference you may be confident you will be tagged for this luncheon.

We are making a package deal for Thursday's luncheon, dinner and Gridiron skit. All three for $10.00. You buy the unit.

So please, after reading this letter, return your hotel reservation to the Sheraton Plaza, the check list of activities to me and accept the program as a reminder of interesting things ahead.

We are looking forward to seeing you in Boston, November 17th, 18 and 19th.

Cordially,

Mildred H. Mahoney
(Mrs.) MILDRED H. MAHONEY

Thomas Heffernan
THOMAS HEFFERNAN

MHM:MG
encl.

FRIDAY

30

JULY 1954

JUNE						
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AUGUST						
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29	30	31				

Friday
Will Morrison
Proposed tender
Come about Norm
with 21.4

NOvember 1, 1954

Mr. Joseph B. Robison
American Jewish Congress
15 E. 84th St.
New York 28, N. Y.

Dear Mr. Robison:

Here is the NAIRO draft back, with an insert for page 2 and another page 8, much the same as the one we sent you before.

Sincerely,

Anna Holden
Research Assistant

end

file with Maslow corr.

American Jewish Congress

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SHAD POLIER, *Chairman Executive Committee*
MORTON M. BERMAN, *Chairman Administrative Committee*
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LEO PFEFFER, *Assistant Director*

STEPHEN WISE CONGRESS HOUSE • 15 East 84th St. • New York 28, N. Y. • TRafalgar 9-4500

October 29, 1954

Miss Anna Holden
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Miss Holden:

I have been rather late in getting to the editing job on the report of the NAIRO Civil Rights Commission. I take this opportunity to thank you for the excellent job you did for us.

I enclose a draft revision of your section. I would appreciate any comments or suggestions you have. However, I will need them virtually by return mail since we must put the report in final form promptly.

Thanks again.

Yours sincerely,

Joseph B. Robison
Staff Counsel

Enc.

Privately Owned Public Accommodations. The decisions apply only to segregation by state action. However, in two respects they do have an effect on the ordinary form of discrimination by such privately owned facilities as hotels, resorts and restaurants. First, when the decisions are extended to their logical conclusion, they will apply to state and local laws requiring segregation in private facilities. Thus they will invalidate the jimcrow laws of the South which require segregation in railroads and buses as well as in theatres, restaurants, sporting events, barber shops, and the like. Once the Supreme Court holds that the constitution prohibits all state action that requires segregation, these statutes will fall.

The decisions also affect the railroads in another way. It can be argued that the railroads are subject to the constitutional prohibition of discrimination by state action because they enjoy many forms of state assistance, not the least of which is their monopoly status. In addition, even if the constitution does not apply to them, they are subject to a provision in the Interstate Commerce Act which prohibits discrimination. A case is now pending before the Interstate Commerce Commission in which the NAACP is asking the Commission to rule broadly that the railroads are prohibited by this clause from maintaining segregation in interstate transportation. The Federal government has supported that argument fully in a brief filed with the Commission by Attorney General Brownell.

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Please direct communications to:
Maurice B. Fagan
Fellowship Commission Building
260 South 15th Street
Philadelphia 2, Pa.

November 9, 1954

TO : Members of the Committee on Interprofessional Relations

FROM: Maurice B. Fagan, Chairman

RE : Committee Meeting at NAIRO Conference - Wednesday, November 17, at 12:00 Noon

If you have no definite commitments on Wednesday, November 17, during the free lunch period of the first day's session of the NAIRO Conference, will you please hold that time open for a luncheon meeting of the Committee on Interprofessional Relations?

We need to discuss not only the broader work of our committee but also the pressing problem of whether we will hold a National Police-Community Relations Conference during 1955 and, if so, the general plans for such an undertaking.

I look forward to seeing you at the NAIRO Conference and hope that you will be able to attend the special meeting of our committee. Please let me know in advance if possible.

November 11, 1954

The Very Reverend Msgr. Francis J. Lally
The Pilot
15 Franklin Street
Boston 10, Massachusetts

Dear Monsignor Lally:

Many thanks for your letter of November 8th, and I will look forward to the gathering for dinner in the main dining room of the Sheraton Plaza at 6:00 p.m., November 17.

Sincerely,

George S. Mitchell
Executive Director

GSM/mb

Official Publication of
The Archdiocese of Boston

THE PILOT

49 FRANKLIN STREET, BOSTON 10, MASSACHUSETTS

Office of the Editor

RECEIVED
11/10/54
Southern Regional Council

November 8, 1954

Mr. George S. Mitchell, Executive Director
Southern Regional Council
63 Auburn Avenue
Northeast
Atlanta 3, Georgia

Dear Mr. Mitchell:

Mr. Will Maslow of the American Jewish Congress has suggested that those of us who are working on the Civil Rights Panel at the NAIRO Conference get together before the meeting and have dinner.

If it is convenient for you, we could meet at the Sheraton Plaza, Main Dining Room at six on November 17 and have a leisurely meal before the panel at eight. In the light of the condition of the NAIRO treasury, the dinner will have to be a "Dutch Treat". May we expect to see you at that time?

With every good wish,

Sincerely,

F. J. Lally

(Very Rev. Msgr.) Francis J. Lally

FJL:mc

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RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

November 8, 1954

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear George:

We will want to get together before the panel session on November 17 to discuss details. The panel is scheduled for 8 P. M. I am asking all the panel members to join me for dinner. We are meeting in the main dining room of the Sheraton-Plaza at 6:30.

Please let me know if I can count on you.

Yours sincerely,

Will

Will Maslow

Missing from Brown to Mrs Schwartz

October 4, 1954

Mr. Francis J. Brown
American Council on Education
1785 Massachusetts Avenue
Washington 6, D. C.

Dear Mr. Brown:

One of our good members is a strategically placed person in St. Louis, and I have asked her to attend the Conference on "Approaching Equality of Opportunity in Higher Education," in St. Louis November 15-16, 1954. I don't know whether she can, but I have sent on to her your returnable postcard and have asked her to complete it and sent it to you. She is Mrs. Myron Schwartz, c/o Jewish Community Relations Council, 602 Fullerton Building, St. Louis 2, Missouri.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
cc: Mrs. Myron Schwartz

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NAACP, S. E. Region
Birmingham, Ala.

July 1, 1954

Dr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear George:

Miss Brantley has just sent me a copy of your letter of June 15 saying that you could accept our invitation to speak at the November 17 session of the NAIRO conference but that you were worried about spending SRC money. Your letter was sent to the NAIRO office in Toledo and never reached me here. That is why I did not answer earlier.

I don't have to tell you that NAIRO has no money. Neither do I know of any other place where your expenses might be found. I do hope you can figure a way of getting them out of the SRC budget. After carefully consulting my conscience, I am confident that I can sign any affidavit you may prepare certifying that your trip is necessary for the purpose of enabling you to fulfill the arduous obligation of spending the money you are getting from the Ford Foundation.

Let me hear from you soon, at this address.

Sincerely yours,

Will

Will Maslow

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SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

Mr. Flemming has seen - we sent a copy of your letter of June 15 to Mr. Mitchell and also info as to where you could be reached

June 30, 1954

RECEIVED JUL 2 1954 Southern Regional Council

Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Att: Mr. Flemming

Dear Mr. Flemming:

In accordance with my telephone conversation today, I enclose a copy of my letter of June 11th to Mr. Mitchell asking him to participate in the NAIRO Conference in November. It is very important that we get our speakers for this conference at an early date and I hope you will do your best to let me have an answer as soon as you can.

Yours sincerely,

Will Maslow

Will Maslow

Enc.

RECEIVED

June 15, 1954

Mr. Will Maslow
NAIRO
565 North Erie Street
Toledo 2, Ohio

Dear Will:

I am all right about coming up to the NAIRO meeting November 17 - 19 in Boston, and speaking if you wish me to, on the evening of November 17. Think it ought to be done. But I am a little chary of spending SRC money to send me all the way up and back.

I know NAIRO never has anything, but I would appreciate it if you could scratch around and discover, if possible, some pocket from which all or part of the expenses of the trip could be paid.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

C
O
P
Y

June 11, 1954

Mr. George S. Mitchell, Exec. Dir.
Southern Regional Council, Inc.
63 Auburn Avenue N. E.
Atlanta 3, Georgia

Dear George:

The NAIRO Commission on Civil Rights, of which I am chairman, has the responsibility of arranging a session at the annual NAIRO Conference in November on "The Impact of the Supreme Court Decisions on Segregation in 17 States with Dual School Systems and on Advancement of Civil Rights, Generally." The conference will take place November 17 to November 19, in Boston. The session on the Supreme Court decisions will be on the evening of Wednesday, November 17. We expect that this will be the most important session of the annual conference. A great deal of attention will have been given to the decisions by that time and the exchange of ideas should be most fruitful.

It is our plan to have three speakers for the Wednesday evening meeting and we hope you will be one of them. Our plan is to have Bob Carter of the NAACP legal staff tell the story of the decisions generally. You would then be called on to discuss their impact in the South. We are asking Prof. Paul Freund of Harvard Law School then to go into detail on their legal implications. Your three talks would be followed by discussion from the floor. Among the items that you could cover would be: The reaction of different groups in the South, white and Negro, to the decisions, whether different reactions can be expected once the court issues its decree, the strength of the drive for integration in the Negro community, the likelihood and feasibility of continued segregation based on school district lines, and the effects of the decision on other forms of segregation such as railroads, libraries and public parks.

I do hope you will let me know promptly that you accept our invitation to participate in this meeting. I am sure you will understand that it is essential that we have someone who can present first-hand information of the picture in the South.

Yours sincerely,

JBR:lb

Will Maslow

CC: The Very Rev. Msgr. Francis J. Lally, % The Pilot
Mr. John G. Feild, Board of Community Relations, Toledo, O.

July 6, 1954

Mr. Will Maslow
Commission on Law and Social Action
American Jewish Congress
15 East 84th Street
New York 28, New York

Dear Will:

It's all right, I will come up and do the speaking on November 17.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

NAIRO FINANCIAL STATEMENT

February 1, 1954 — November 15, 1954

Balance as of February 1, 1954			$ 744.07
Income			
Membership dues		$1855.	
Reporter Subscriptions	$1620.43		
Reporter sales (bulk)	116.	1736.43	
Publications		131.98	
Annual Conference Income '53	56.41		
General Mills Contribution	200.	256.41	
Total Income			3979.82
			$4723.89
Disbursements			
Reporter		$2085.83	
Postage, Printing, Stationery & Other Office Expense		974.08	
Telephone		97.96	
Bank Service Charges		9.60	
Secretarial		80.	
Research Conference Expenses	$ 745.85		
Contributions	35.		
Net Research Conf. Expense	$ 710.85		
Police Conference Expense	156.35		
Total Conference Expenses		867.20	
Total Disbursements			4114.67
Balance as of November 15, 1954			$ 609.22

Bank Balance 11-15-54	$609.22
Revolving Fund (Feild)	150.
" " (Reporter)	10.
Cash balance as of 11-15	$769.22

/s/ H. A. Lett
Harold A. Lett, Treasurer

hal: ap/ia

MINUTES OF NAIRO BUSINESS MEETING
SHERATON-PLAZA HOTEL, BOSTON MASSACHUSETTS
November 18, 1954

The meeting was called to order at 3:30 p.m., Mr. Charles Livermore, President, presiding. There were 65 members present.

I. APPROVAL OF MINUTES

The Chair called for the approval of the minutes of the Business Meeting held in Minneapolis, Minnesota, November 12, 1953. Mr. Joseph Coles MOVED, Miss Helen Amerman seconded, that the minutes be approved as mailed. ADOPTED.

II. NOMINATIONS FOR OFFICERS AND MEMBERS OF THE BOARD

The Chair called upon Mr. Arnold Aronson, Chairman, Nominations Committee, to deliver his report. Mr. Aronson reported that he had met with the following members of the Nominations Committee: Miss Margaret Garrity, Mrs. Hortense Gabel, Mr. Maurice Fagan and Mr. George Schermer. Only Mr. George Conley had been absent. Mr. Aronson stated that the terms of the following members of the Board had expired: Mr. Alexander Allen, Mr. Dan Dodson, Mr. James Evans, Mr. Wilfred Leland, Mr. Harold Lett and Mr. Herman Long. The Committee submitted the following named persons as nominees for membership on the Board of Directors, whose terms would expire November, 1957:

Marshall Bragdon	Paul Klein
George Culberson	Herman Long
S. Andhil Fineberg	Louis Radelet

Mr. Aronson MOVED, Janet Smith seconded, that the Secretary be instructed to cast a unanimous ballot for those nominated. ADOPTED. The Secretary so cast his ballot.

Mr. Aronson next reported the Committee recommendations for nominations for officers for 1955 as follows:

Marshall Bragdon, President-elect
Frank Horne, Vice-President
Myron Schwartz, Vice-President
John Feild, Secretary
Corneff Taylor, Treasurer.

Mr. Aronson MOVED, C. F. Motz seconded, that the Secretary be instructed to cast a unanimous ballot for those nominated. ADOPTED. The Secretary so cast his ballot.

Mr. Aronson next reported the Committee recommendations for nominations for persons to serve on the Nominations Committee in 1955, as follows:

R. Maurice Moss, Chairman	Harold Lett
Virginia Coffey	Charles Livermore
John Hope	Mildred Mahoney

Mr. Aronson MOVED, John Sullivan seconded, that the Secretary be instructed to cast a unanimous ballot for those nominated. ADOPTED. The Secretary so cast his ballot

III. REPORT OF COMMITTEE ON PERSONNEL STANDARDS

The Chair called upon Mr. Alexander J. Allen, Chairman, Committee on Personnel Standards, to submit the report of his Committee. Mr. Allen then read the attached

report. Following his reading of the Report, Mr. Allen invited discussion from the floor. The following is a brief summary of the comments made. They are being set forth in this fashion in the interest of reviewing the range of discussion that surrounded this Committee report.

Moss -- Stated that the membership should extend a vote of thanks to the Committee for its apparent conscientious efforts on a complex problem.

Muravchik -- Stated that academic training was only partially relevant.

Nesbitt -- Stated that consideration should be given to continuing training.

Klein -- Questioned what would be the effect of approving this report.

Chair -- Stated that this would be an organizational policy that must be implemented by the Board.

Coles -- Stated that he agreed with Muravchik that academic qualifications seem to have been given too much emphasis in the report.

Henderson -- Stated that there was great need for objective standards, but that academic qualifications can be offset by other abilities. Suggested possibility of inserting an "escape clause".

Allen -- Commented that the standards being recommended are minimum.

Robison -- Stated that the adoption of this report carried with it the assumption that these standards would be publicized and recommended to agencies as a guide. He questioned whether such a guide could be applied where non-professional criteria were being used by agencies or whether it would be used in private as well as public agencies.

Chair -- Commented that the question of private and public agency differences had been considered by the Committee.

Long -- Stated that the experience factor might be interpreted to include experience in a variety of organized group activities; that "personal characteristics" might be defined to include "commitment to the objectives of the field"; and he questioned why sex and race had not specifically been excluded.

Allen -- Called Mr. Long's attention to paragraph two.

Schermer -- Stated that there are basic differences between public and private agencies. Private agencies tend more toward professional background in selecting personnel. Public agencies need a reasonable set of minimum standards to serve as a guide. Would be supported by those eager to keep agencies non-political.

Schwartz -- Stated that in attempting to define personnel standards there was an implicit definition of the field itself. Stated that there was need to protect the professional worker and at the same time to raise standards of work in the field. Perhaps there is need for more definition of what constitutes good professional work. Stated that report was a good beginning but doubted that NAIRO was ready to adopt.

Motz -- Stated that there was obvious need to set standards that are an accurate measure of the professional abilities and skills that are needed. Agreed with Long that there was need to measure or include factor of commitment and outlook of worker.

Horne -- Stated that the limitations of the report were the limitations of the various agencies working in the field. There is not much clarity within the agencies, themselves, and there is need to analyze what skills, what backgrounds, what abilities have been effective. Also the need to bring apprentices into the field, perhaps from a variety of backgrounds.

A. Miller -- Stated that he agreed strongly with Frank Horne. Urged that NAIRO consider setting standards for membership as well as standards for agencies. Suggested further consideration. Also suggested the need to set standards for election of board members.

Allen -- Pointed out that there was nothing in the recommendation that would threaten anyone who had been working in the field for a couple of years. Stated that the Committee recognized the need for further consideration of the problem but had formulated recommendations as a basis for initial discussion by the membership.

Aronson -- Stated that he believed this report was the most significant topic presented to the Conference. Stated that the problem was complicated by the fact that there were different requirements for different jobs. Also that the profession itself needed better definition i.e. an objective body of knowledge that can be transmitted. Emphasized the need to take action in instances where workers are fired without cause. Urged further consideration of problem.

Livermore -- Pointed out that the Committee on Personnel Standards was one of NAIRO's oldest committees and was established before any particular incident had arisen.

Taylor -- Stated that he agreed with Arnie Aronson that this was one of the most important discussions at the Conference. Indicated that he believed the field had developed far enough to establish a few minimum standards that could serve as a guide for further development, especially in helping new agencies set standards.

Gremley -- Pointed out that the recommendations are not rigid but should be viewed as suggestions. Stated that he was opposed to the phrase, "elimination of right to substitute experience for training".

Allen -- Commented that that phrase referred to a future development.

Leland -- Stated that perhaps "training in related fields" could be added to qualifications definition.

Fineberg -- Stated that there was great need for a "floor" of minimum standards. Predicted that if this report was not adopted this year that it would not be adopted in another five years. NAIRO has to take action at some point on this problem.

Bragdon -- Urged that further discussion of this problem be undertaken at the Departmental meetings. Urged the setting of November 1955 as a goal for the adoption of some minimum standards.

Moss -- Stated that it was his view that this report was being submitted as a basis for initiating discussion. Urged further consideration during the year. Commented that perhaps the word "paid" could be eliminated in connection with experience.

Lett -- Pointed out that agencies are already exercising some kind of standards. Stated that there seemed to be some fear that these standards would threaten some of those now working in field. Pointed out that they would apply to those coming into field or to those seeking advancement. Commented that the idea of "commitment" referred to by several members would have to be spelled out more clearly, perhaps on basis of demonstrated action by worker.

Fagan -- Stated that this is the kind of problem which needs to be given regular consideration over a period of years. Expressed the belief that the field was not as vague as it has been described but that certainly the first statement of standards ought to be carefully considered. Need for widest possible agreement on statement before it is adopted.

Livermore — Pointed out that this Report was an attempt to start a full scale discussion, not to push adoption. Pointed out that any action on standards must be taken at a membership meeting and could not be adopted by the Board. Listed the following alternatives:

1. Adopt the Report
2. Amend the report and adopt.
3. Table the report until the second business session.
4. Refer the Report back to the Committee.

Herman Long MOVED, Alexander Allen seconded, that the report be accepted and that it and the comments and discussion be referred to the Board for appropriate action and that the subject be brought back to the membership for final action. ADOPTED UNANIMOUSLY.

Marshall Bragdon MOVED, Helen Amerman seconded, that this meeting request each of the Departments to bring this subject up for discussion during their meetings. ADOPTED.

IV. RECESS

Myron Schwartz MOVED, Joseph Coles seconded, that the meeting be recessed until Friday afternoon, November 19, 1954. ADOPTED.

(The Second Business Session was opened at 4:30 p.m., with the President, Mr. Charles Livermore, presiding. Thirty members present.)

V. REPORT OF COMMITTEE ON INTER-PROFESSIONAL RELATIONS

The Chair called upon Maurice Fagan, Chairman, Committee on Inter-Professional Relations, for a report from his Committee. Mr. Fagan reported that his committee had been giving emphasis to three fields: police, education, and recreation. He reported on the encouraging results of the first Police-Community Relations Conference sponsored by NAIRO in Philadelphia, April 8-9, 1954. He indicated that widespread interest had been developed among police officials throughout the country. He reported that police officials in Washington, D.C., had publicly acknowledged that they had altered their police training program as a result of the conference, even though they had not attended; had only read the conference reports. Mr. Fagan further reported that he had met with the new Executive Director of the International Association of Chiefs of Police and the latter had indicated his willingness to cooperate as soon as he gets himself oriented to his new job. George Mitchell MOVED, Margaret Garrity seconded, that the report be accepted with thanks and commendation to the Committee. ADOPTED.

Helen Amerman MOVED that the Committee be instructed to work closely with the Commission on Education in planning activities with educators. Although there was no second to this motion, Mr. Fagan indicated that he would make every effort to cooperate with the Commission on Education. Mr. Fagan indicated that his committee was now in the process of developing thinking as to ways and means of undertaking joint planning with other professional groups.

VI. REPORT OF COMMITTEE ON PUBLICATIONS

In view of the absence of Arnold Aronson, Chairman, Committee on Publications, the Chair commented that it might be well to have comments on the problem of the Reporter's content. The Chair indicated that everyone seemed to agree that an

excellent, factual, objective job has been done on various issues of general significance. He stated, however, that the question of including internal association news in the Reporter had been raised. He also pointed out that the Departments and Commissions had submitted very little news concerning their activities for publication in the Reporter. George Mitchell MOVED, Maurice Fagan seconded, that the Publications Committee make every attempt to include occasional internal news concerning NAIRO affairs. ADOPTED.

VII. REPORT OF COMMITTEE ON NON-PROFESSIONAL LEADERSHIP.

The Chair asked Herman Long, acting Chairman of the Committee on Non-Professional Leadership, to report on the activities of this Committee. Mr. Long reported that the Committee had greatly extended its program this year in an effort to recruit additional agency board personnel into NAIRO membership. Nearly 1000 letters were directed to such persons through the assistance of the Secretary and Corneff Taylor, Chairman of the Membership Committee. Mr. Long commented that it was apparent from the response that professional workers could well afford to give their board members a little more information about NAIRO. Membership response was most encouraging, however, and additional effort along this line is planned for the coming year. George Mitchell MOVED, Margaret Garrity seconded, that the report be accepted. ADOPTED.

VIII. REPORT OF MEMBERSHIP COMMITTEE

The Chair called upon Corneff Taylor, Chairman of the Membership Committee, for a report on the activities of that Committee. In his absence, the Chair reported that NAIRO had grown from 187 members two years ago, to 290 at the present time. He indicated that the outlook for the present was good and that many members were actively helping out on this part of NAIRO's growth. George Mitchell inquired how many members had their dues paid by their agency. Over half of those present responded affirmatively. Mildred Mahoney MOVED, Herman Long seconded, that the report be accepted. ADOPTED.

IX. REPORT OF RESOLUTIONS COMMITTEE

In the absence of the Chairman of this Committee, Frank Baldau, the Chair called for resolutions from the floor. Mr. Maurice Fagan MOVED that NAIRO hails the unanimous decision of the Supreme Court of the United States declaring segregated education in the U.S. to be unconstitutional and contrary to the best ideals and interests of the U.S. We note with deep gratitude that the overwhelming response of organizations and school systems all over the country has been positive and cooperative. We call upon educators, civic and religious groups, as well as intergroup organizations to combine their resources and skills to bring about the earlist possible integration of schools and the development of close and democratic relations among all pupils, teachers, school administrators, and between schools and the public. America once more has demonstrated to the world that the ills of democracy can be cured best by more democracy. NAIRO offers its full support and services in the effort to bring about integration in education and good human relations in and through the schools of our nation. Virginia Huebner seconded. ADOPTED UNANIMOUSLY.

X. TREASURER'S REPORT

The attached report was submitted by Harold Lett, Treasurer. The Chair commented that this past year the Association had lived within its approved budget for the first time. He stressed however, that the financial need was greater than ever before, in

view of the fact that our surplus is at an all time low. George Mitchell MOVED approval of the report. Margaret Garrity seconded. ADOPTED.

XI. REPORT OF CONFERENCE COMMITTEE

Mildred Mahoney, Co-Chairman with Thomas Heffernan of the Conference Committee, stated that the Boston NAIRO people had enjoyed having the Conference and expressed the hope that it would serve to stimulate intergroup relations activity in the coming year. Margaret Garrity MOVED, Wilfred Leland seconded, that the Association express its deep gratitude to Mrs. Mahoney, Mr. Heffernan, and all the others that had contributed to the success of the conference. ADOPTED.

XII. DEPARTMENTAL REPORTS

Representatives of the various departments were asked to comment briefly on the activities of their Departments during the year. None of the departments submitted specific recommendations for action by the membership, but all reported better organization and increased activity during the year.

XIII. OTHER BUSINESS

Herman Long, NAIRO President for 1955, MOVED, seconded by Marshall Bragdon, that the Association extend its warmest thanks to the retiring President, Mr. Charles Livermore, for his leadership during the past two years, for his unselfish giving of himself, his stimulating ideas, creativeness, sincerity and dedication to the goals of NAIRO. UNANIMOUSLY ADOPTED. Mr. Livermore responded by expressing his appreciation to all those that had helped during the past two years. He pointed out that he had only been prevailed upon to accept re-election for a second term because his choice, and that of most NAIROANS, had been Herman Long, who had been unable to accept a year ago. He emphasized, in conclusion, that what had been accomplished thus far was only a beginning and that the steps yet to be taken would be the challenge that would enable NAIRO to realize its potential.

XIV. ADJOURNMENT

George Mitchell MOVED, Margaret Garrity seconded, that the meeting stand adjourned. ADOPTED.

Respectfully submitted,

John G. Feild

John G. Feild, Secretary

JGF:arv
Enclosures.

Eighth Annual Conference
National Association of Intergroup Relations Officials
Hotel Sheraton Plaza, Boston, Mass.
November 17, 18, 19, 1954

REPORT OF THE COMMITTEE ON PERSONNEL STANDARDS

The assignment to this committee is to develop a statement or statements of training and experience qualifications which should be required of candidates for appointment to professional positions in the intergroup relations field. This assignment grew out of an increasing concern on the part of NAIRO members and board members about specific situations in which factors other than training and experience were the deciding factors in appointments to strategic positions.

These "factors other than training and experience" can be indicated by the assumptions that, in varying situations, the intergroup relations worker must be a Republican or a Democrat (and in some cases must be actively working at it); or must be a local resident, not an out-of-towner (or must be an out-of-towner); or must be white, gentile and a protestant, preferably of north European stock.

Our report is based upon the assumption that, except in unusual instances which we will indicate, these are all non-performance factors and that competent performance in the intergroup relations field is based upon professional training, experience and ability.

It is recognized that a yardstick of training and experience of the type we are attempting, if it is to serve a useful purpose, must be interpreted and sold to lay board members and appointing officers on the strength of its value in improving the calibre of personnel and service of the intergroup relations agency with which they are connected. This will necessarily be a long term process and will require some continuing NAIRO structure for this purpose.

Procedure

It was the thinking of Charles Livermore, NAIRO president, that a statement of training and experience could best be drawn up out of the collective thinking of the various departments. Accordingly, the chairman of each department was assigned to service on this committee and asked to submit his own views and gather and transmit the views of his department members on the subject. A memorandum and letter of explanation and transmittal went to each department head in April of this year with copies to the president and secretary. The questions posed were the following:

1. What training qualifications should be required for intergroup relations work generally? Undergraduate specialization? Graduate training?

2. What training qualifications should be required for intergroup relations work of the type covered by your own department? (For example, are there special training qualifications for work in the local public field as distinct from the general intergroup relations field?)

3. What experience qualifications should a person possess for professional work in the intergroup relations field? On the professional level but not in a supervisory or executive capacity? On the supervisory or executive level?

4. What experience qualifications should professional workers in your particular department possess?

5. What suggestions would you make as to the means by which NAIRO should seek to have these standards of training and experience adopted once they are arrived at?

   a. In private agencies; local, state and national?
   b. In public agencies; local, state and national?

6. Please add any other comments regarding this assignment which you feel will be helpful.

By July nine individuals had replied to this communication. By the first of November six more had commented, making a total of fifteen replies, all of them thoughtful and some of them in great detail.

Findings and Premises

Before attempting to synthesize this material into a useable statement, it might be well to point out the findings and premises upon which we have proceeded. These are:

1. that the development of professional standards in the intergroup relations field must be a long-term process and that much can be gained from the manner in which the allied fields of education and social work have spent many years in the progressive definition, refinement and improvement of standards in their respective areas.

2. that the present report of this committee therefore should be considered the first of a series of steps toward an ultimate goal; a first step however which seeks to be specific enough to be useable, high enough to serve as a challenge but low enough to be realistic.

3. that this committee would not attempt to inquire into membership standards for NAIRO. Its work has been upon the assumption that NAIRO membership would continue to include both lay and professional persons and those somewhere in between.

4. that most of the recent problems coming before NAIRO of the ignoring of training and experience qualifications have been in the area of local public agencies which suggests that much of the solution must be worked out in terms of the lay boards of local public commissions, municipal government, civil service, mayors and city councils.

5. that the already established qualifications of intergroup relations agencies which have them should be given careful study in determining the direction for further refinement of standards proposed herein.

6. that standard-setting in a field such as this, which includes successful practitioners from a wide variety of backgrounds, should begin in low, broad and flexible terms and move gradually over a period of some years to the high, narrow and rigid standards characteristic of the older professional groups.

7. that persons already in the field, lacking the particular academic suggested herein, but with years of successful professional experience to their credit, must be protected from handicap in promotions or new employment by providing for the acceptance of successful paid professional experience in lieu of specified academic preparation on a year for year basis.

8. that creed or national origin has no place in the selection of staff for intergroup relations work except in those instances in which a private agency may specify that part of the responsibility carried by the position is the transmission and interpretation of a particular creed or national culture pattern. In such instances it would be considered reasonable to specify that the worker be a member of that creed or nationality group.

9. that while generic statements of training and experience are needed, it woul not be wise at this point to attempt supplementary training and experience qualifications for departmental areas within the general field. In the words of Marshall Bragdon, chairman of the local public department, the wall between the specialties, at this stage, should be kept rather low. Of course this does not prevent individual agencies, especially those with larger staffs and many specializations, from setting such standards as they deem appropriate.

10. that in view of the importance of personal characteristics in this field, intergroup relations agencies and appointing officers might well consider the use of objective testing devices (social distance scale, ethnocentric measurement, projective tests, etc.) as one type of tool in evaluating candidates.

11. and finally, that NAIRO, in setting professional standards of the type proposed in Appendix A and Appendix B, must assume some responsibility in aiding agencies in understanding and meeting them. Thus NAIRO should continue to encourage the expansion of training facilities and opportunities it should continue and expand its role as a clearing house for competent professional personnel in the intergroup relations field; it should establish some machinery for presenting and interpreting NAIRO's position on personnel standards to intergroup relations agencies, City Councils, mayors and Conferences of mayors and governors.

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NOTE: As indicated, both Appendix A and Appendix B, which follow, are minimum statements upon which individual agencies can and should build. Certain agencies already require much more. The point is that NAIRO, as the professional organization in the field, should be satisfied with nothing less.

As soon as is reasonable, NAIRO should begin to tighten and raise these beginning statements. Points at which this might be done and the sequence of such steps should be decided in the future. Among such steps however would probably be: the raising of graduate training from a "desired" to a "required" category; an increase in the amount of graduate training required; the elimination of the right to substitute experience for training; the elimination of the right to substitute training for experience; an increase in the number of years of experience required; progressive narrowing and making more specific the subject-matter content of the training required.

STATEMENT OF MINIMUM STANDARDS FOR PROFESSIONAL EMPLOYMENT IN THE INTERGROUP RELATIONS FIELD (NON-SUPERVISORY, NON-EXECUTIVE):

Appendix A

Training

REQUIRED:. Education equivalent to graduation from a university of recognized standing with a major emphasis in the social sciences (sociology, psychology, economics, political science, or other branches).

DESIRED: In addition, at least one year of graduate training in public administration, education, sociology, social work, law, human relations, communication, or other specializations applicable to the intergroup relations field and related to the position for which the candidate is being considered.

NOTE: Candidate may substitute successful paid professional experience in the intergroup relations field for formal training requirement on a year-to-year basis.)

Experience

none required

Personal Characteristics and Abilities

REQUIRED: Genuine maturity of personality; liking for and ability to work with people; tact; soundness of judgment; integrity; personal commitment to the fundamental objectives of the agency.

DESIRED: In addition, demonstrated ability to collect, analyze and interpret social and economic data and prepare reports thereon; ability to speak and write effectively.

STATEMENT OF MINIMUM STANDARDS FOR PROFESSIONSL EMPLOYMENT IN THE INTERGROUP RELATIONS FIELD (SUPERVISORY AND/OR EXECUTIVE):

Appendix B

Training

REQUIRED: Education equivalent to graduation from a university of recognized standing with a major emphasis in the social sciences (sociology, psychology, economics, political science, or other branches)

DESIRED: In addition, at lease one year of graduate training in public administration, education, sociology, social work, law, human relations, communications or other specializations applicable to the intergroup relations field and related to the position for which the candidate is being considered.

(NOTE: Candidate may substitute successful paid professional experience in the intergroup relations field for formal training requirement on a year-to-year basis.)

Experience

REQUIRED: At least three years of successful paid professional experience in the intergroup relations field.

(NOTE: Candidate may substitute formal graduate training of the type described above for the first two (but not the full three) years of the experience requirement.

Personal Characteristics and Abilities

REQUIRED: Genuine maturity of personality; liking for and ability to work with people; tact; soundness of judgment; integrity; personal commitment to the fundamental objectives of the agency.

ALSO REQUIRED: In addition, demonstrated ability to collect, analyze and interpret social and economic data and prepare reports thereon; ability to speak and write effectively.

November 22, 1954

Mr. John Field
Toledo Board of Community Relations
565 North Erie Street
Toledo, Ohio

Dear John:

It was surely good to see you at the NAIRO Conference in Boston, and I believe I got a great deal out of the meeting. I think it is important that we who work in the South renew acquaintance with what is being done in Northern states so that we may seek to adapt it to our region and speed up the process of fuller democracy in this area.

I forgot to give you my dues when I was in Boston, and I am enclosing a check for $10.00 for same.

I was highly pleased and a little overwhelmed to be elected chairman of the Southern region of NAIRO, and shall certainly seek to build membership in this area among professional people in the field of intergroup relations. I am writing all our staff people urging them to join NAIRO, and I shall tell them to you for this purpose.

My best wishes for the continued success of the good work you are doing in the Toledo area.

Sincerely,

Fredrick B. Routh
Assistant Director

FBR/eab

TO: Katherine Stoney

On this I have told Fred that he might plan on attending the annual membership meeting of NAIRO at Council expense, and on attending a single Board meeting of NAIRO at Council expense in any one year. But that otherwise for the Board meetings he should ask them to contrive ways to get his expenses paid, or to do without. And he agrees. So, let's just not pay but two NAIRO vouchers a year.

Encl.

December 29, 1954

DIRECTORY OF NAIRO PERSONNEL

1954

OFFICERS

President - Charles Livermore, President's Committee on Government Contracts, Washington
President-Elect - Herman H. Long, Race Relations Institute, Fisk University
Vice-President - Alexander J. Allen, Urban League of Pittsburgh
Vice-President - Virginia Huebner, Wisconsin Industrial Commission
Secretary - John G. Feild, Secretary, Toledo Board of Community Relations
Treasurer - Harold A. Lett, New Jersey Division Against Discrimination

THE BOARD

Alexander J. Allen
Helen Amerman
Louise Blackham
Joseph C. Coles
George E. Conley
Dan W. Dodson
James C. Evans
John G. Feild
William Gremley
Frank S. Horne
Virginia Huebner
Ruby Hurley
Paul Klein
Wilfred C. Leland, Jr.
Harold A. Lett
Charles Livermore
Herman H. Long
D'Arcy McNickle
Will Maslow
Fritz Pollard
Myron Schwartz
Corneff Taylor

COMMITTEE CHAIRMEN

EXECUTIVE
Charles Livermore
President's Comm. on Gov. Contracts
4104 Labor Department Building
Washington 25, D. C.

FINANCE
Harold A. Lett
Division Against Discrimination
State Department of Education
1060 Broad Street
Newark 2, New Jersey

PUBLICATIONS
Arnold Aronson
NCRAC
9 East 38th Street
New York 16, New York

CONFERENCE
Mildred H. Mahoney, Co-Chairman
FEPC
41 T remont Street
Boston 8, Massachusetts

Thomas C. Heffernan, Co-Chairman
Civic Improvement Commission
37 City Hall
Boston, Massachusetts

NON-PROFESSIONAL LEADERSHIP
Herman H. Long
Race Relations Dept., AMA
Fisk University
Nashville 8, Tennessee

INTER-PROFESSIONAL RELATIONS
Maurice B. Fagan
Jewish Community Relations Council
260 S. 15th Street
Philadelphia 2, Pennsylvania

RESOLUTIONS
Frank Baldau
Board of Community Relations
123 City Hall
Cleveland, Ohio

MEMBERSHIP
Corneff Taylor
Mayor's Commission on Human Relations
155 E. Kilbourn
Milwaukee, Wisconsin

NOMINATING
Arnold Aronson
NCRAC
9 East 38th Street
New York 16, New York

DIRECTORY OF NAIRO PERSONNEL - page two

DEPARTMENTAL CHAIRMEN

DEPARTMENT OF LOCAL PUBLIC SERVICES - Marshall Bragdon, Mayor's Friendly Relations Committee, 105 City Hall, Cincinnati, Ohio.

DEPART MENT OF LOCAL PRIVATE SERVICES - Myron Schwartz, Jewish Community Relations Council, 602 Fullerton Bldg., St. Louis, Mo.

DEPARTMENT OF STATE PUBLIC SERVICES - Frank Simpson, Executive Director, Commission on Civil Rights, 500 Capitol Avenue, Hartford, Connecticut.

DEPARTMENT OF NATIONAL PRIVATE SERVICES - R. Maurice Moss, Urban League, 1133 Broadway, New York 10, New York.

DEPARTMENT OF FEDERAL SERVICES - George B. Nesbitt, Division of Urban Redevelopment and Slum Clearance, HHFA, Cafritz Bldg., 1625 Eye St., Washington, D.C.

DEPARTMENT OF RESEARCH SERVICES - Helen Amerman, Research Director, Illinois Commission on Human Relations, 160 N. LaSalle Street, Chicago 1, Illinois.

COMMISSION CHAIRMEN

COMMISSION ON NATURE, SCOPE & THEORY OF INTERGROUP RELATIONS - George Schermer, Executive Director, Commission on Human Relations, 800 Commercial Trust Building, Philadelphia 2, Pennsylvania

COMMISSION ON CIVIL RIGHTS - Will Maslow, American Jewish Congress, 15 East 84th St., New York 28, New York

COMMISSION ON MANPOWER UTILIZATION - Richard Marks, Commission on Human Relations, 800 Bankers Equitable Building, 600 Griswold Street, Detroit 26, Michigan.

COMMISSION ON EDUCATION - Eleanor T. Dungan, Commission on Human Relations, 54 West Hubbard Street, Chicago 10, Illinois.

COMMISSION ON HOUSING & FAMILY LIFE - Mrs. Hortense Gabel, State Commission Against Discrimination in Housing, 35 W. 32nd Street, New York 1, N.Y.

1954 NAIRO Conference - November 17-18-19, 1954, Boston, Mass.

(For information, write Mildred Mahoney, FEPC, 41 Tremont Street, Boston, Mass.)

(For information about membership, write to NAIRO, 565 N. Erie St., Toledo 2, Ohio)

February 15, 1955

MEMORANDUM

FROM: George S. Mitchell

TO: Grace T. Hamilton
Frederick B. Routh
Katherine Stoney

I am considering writing a letter to each field employed person, professional in level, including Dagen in Kentucky, and suggesting that they join NAIRO.

I have learned from NAIRO officials that it is frequent for agency staffs to join NAIRO out of agency funds. It costs $10.00 a year.

My letter, unless I am advised to the contrary, would say that we see nothing wrong with their joining NAIRO out of their agency budget.

In my view it is desirable for Southern staff in this field to be linked to the national professional show.

What do people say?

Encl.

OK - KS

see notes 2/16/55

Southern Re

ROOM 432, 63 AUBURN AVENU ANTA 3, GEORGIA

GEORGE S. MITCHELL,
EXECUTIVE DIRECTOR

February 22, 1955

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

Years ago, in the period of World War II, an outfit called the American Council on Race Relations helped bring into being in Northern and Western states and cities, private or public bodies to deal with problems of race relations. In the course of time, the ACRR went down the drain. But before it died, it called into being the National Association of Intergroup Relations Officials. NAIRO is now eight or nine years old. It started with a handful of members and now goes nearly up to 400. Annual convention. Board of Directors, on which I have served and on which Fred Routh is now Southern Representative. Herman Long at Fisk is the President of NAIRO. It puts out a monthly bulletin called the NAIRO Reporter. A good many of the people in it struggle toward making it an honest-to-goodness professional body, setting standards of who can be an intergrouper and who may not. My ambitions for it are less high; I think it does a useful job of hooking us all together and letting us know what others are doing.

It costs $10.00 a year to belong to it. It has almost no other source of income, so it has to charge $10.00. Membership covers receiving the NAIRO Reporter, and various other items.

Upon inquiry at the last annual meeting, I found that in quite a large number of instances persons professionally employed by intergroup agencies joined and continued their annual dues payments in NAIRO at the expense of their agency.

We see nothing wrong with this course for your group.

I do urge you to join NAIRO. You are now in this new field; it is the recognized Association of people who try to learn how to do this new thing; and we ought to be in it.

You join it by sending $10.00 and your name and address and the name of your agency to John G. Feild, NAIRO Secretary-Treasurer, Board of Community Relations, 565 North Erie Street, Toledo, Ohio.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

NAIRO BOARD MEETING
April 22-23, 1955

NAIRO Board Meeting in Washington took place on April 22-23 and FBR, as chairman of the Southern Division, attended. The plans for the annual meeting to be held in Milwaukee, November 30-December 1 and 2, were firmed up.

Considerable interest was expressed in that fact that our state directors were joining and that this gave more widespread representation from the South than NAIRO has had prior to this time.

I reported on the work of our state organizations and of the central office to the group and out of this came a request for an article on the changing South for the NAIRO REPORTER. This I shall proceed to do.

The overall effect of the meeting was good. There was a harmonious and democratic relationship among the members present and it is to the advantage of SRC to have representation on the Board and to have our state people as members.

Frederick B. Routh

FBR:rnf

NAIRO Newsletter

565 N. ERIE STREET
TOLEDO 2, OHIO

May 2, 1955

ORGANIZATIONAL BUSINESS

All of us are aware that the scope of NAIRO's activities has been enlarged beyond the capacity of our unpaid staff. Fortunately, the willingness of our membership to undertake volunteer assignments is enabling us to do things that would just not otherwise be possible. And yet we continue to grow. During 1954 we added 103 new members--an increase of about 40%. So far this year we have gained another 25 members and the trend continues. The number of new agencies being created, both in the South and in smaller communities throughout the country, gives even greater emphasis to the need for strengthening professional standards and concepts of work in the field. With this in mind, and within the limits of our resources, an effort will be made during the coming year to provide all of you with as complete a picture of NAIRO's activities as possible. We sincerely hope you will read these materials carefully and give us your comments and suggestions. Don't hesitate to offer ideas that you feel might be useful to your colleagues.

Enclosed in this mailing you will find the following:

1. The minutes of the business meeting held at the Eighth Annual Conference in Boston, including a copy of the financial report submitted at that time and the very important report of the Committee on Professional Standards.

2. A Directory of Leadership Personnel, along with a statement describing our organizational structure and a chart outlining this structure.

3. A copy of our audited 1954 financial statement.

4. A copy of the proposed program for our Ninth Annual Conference to be held in Milwaukee November 30th, December 1st and 2nd.

PROFESSIONAL STANDARDS

Following the very fine and important discussion held at the Boston Conference on the report submitted by our Committee on Professional Standards, the Board, at its January meeting in Chicago, considered ways and means of making a further advance with this problem. The Committee has been enlarged and it is hoped that a conscientious effort to solicit the thinking of our membership will result in bringing before our business meeting in Milwaukee the kind of report on which some definitive action can be taken. Each Department Chairman has been requested to solicit the views of NAIRO members within his area. In the months ahead we are sure you will be receiving communications from them and we sincerely hope you will take the time to give them your views.

LEADERSHIP PERSONNEL

Recognizing that there still may be some lack of clarity regarding the functions assigned to the Departments and to the Commissions, we hope you will carefully review the enclosed materials. We call your attention especially to the enclosed "Members Registration Form", which we hope you will return to our headquarters, signifying your interest in the activities of one of the Commissions. The reports issued by these Commissions are an effort on the Association's part to draw together the knowledge and information upon which we base our efforts as professional workers in the field. Their value is no better than the contributions that all of us make to them. In a like manner, the value of the Departments in providing an opportunity for exchange of experience among professional workers associated with similar types of agencies will be strengthened and made more effective only to the degree that we can jointly develop closer working relationships. Finally, the scope of the activities being carried on by our committees in many vital areas of professional concern is increasingly producing results. This year, we hope to have these committees meet a day in advance of the Conference opening. At the January Board meeting, a new Committee was established on Resources and Planning. It has been given the specific assignment of reviewing both our present resources and of developing projects related to concrete needs in the hope that we may be able to enlarge both our membership services and our contribution to the total field. Several new projects are being drafted for which we plan to solicit funds, including a Training Institute for new workers in the field.

NAIRO REPORTER

Both at the Boston business meeting and at the last two Board meetings, there has been continuing discussion of enlarging the scope of our regular monthly publication. The objective and factual material now being reported needs to be augmented with information relating to both our internal affairs and to other activities in the field not now being reported. How we can find the resources to do this is being given top priority. One of the valuable and significant ways that our own membership may be able to give assistance is to arrange to have their agencies subscribe to 15, 25, 50, or 100 copies for distribution to their Board members and in their local communities. These subscriptions are available at the reduced rate of $2.00 per year. While the number of agency subscriptions has greatly increased, it still does not begin to reflect the potential available to us. Please give this serious consideration.

OTHER PUBLICATIONS

Unfortunately, due to a mix-up in Boston, all of you did not receive copies of the five Commission Reports. Lacking the funds to publish these ourselves, we were able to obtain mimeographed copies through the courtesy of a number of agencies, but our supply is now completely exhausted. Copies of the 1953 reports are still available, however, from our headquarters, at a cost of $3.00 for the two volumes.

1953 Research Conference Proceedings. Through the cooperative, volunteer efforts of about a dozen NAIROans, the Proceedings of the 1953 Research Conference will be mailed to you within the next week or so. These Proceedings are being made available to NAIRO members without charge, and will be sold to non-members for $2.00. Those who have reviewed them are agreed that the material contained in this 85-page publication is among the most valuable developed in recent years.

The effort involved in publishing them has been tremendous and the cost involved to NAIRO in issuing and distributing them has prompted the Board to suggest that NAIRO members receiving them might wish to contribute $1.00 toward this project. We will be happy to send you a bill if you are able to charge this to your agency.

PERSONNEL EMPLOYMENT REGISTRY

The services being extended to NAIRO members, and others who are interested in seeking employment in the field, while not as effective as we might wish it to be, has been steadily improving. We have been receiving many requests from both existing and new agencies for personnel referrals. Recently, through our Personnel Registry, NAIRO member Robert Sweet was named Executive Director of the Des Moines Commission on Human Relations, growing out of a referral from our Registry. Several openings are now pending and we suggest that you pass along the word that agencies interested in personnel may wish to contact us. Also, we are happy to list those interested in seeking positions. As you know, the Association makes no attempt to evaluate personnel records, but simply acts as a clearing house.

MILWAUKEE CONFERENCE

The task of organizing the Milwaukee Conference is now going forward, full steam. Virginia Huebner, the Conference Chairman, reported at our recent Washington Board meeting that the local Committee is well organized and is now getting down to specifics. We think you will see from the enclosed proposed program that the arrangements thus far are both extensive and enticing (that is if you like Milwaukee beer). We hope you will not hesitate to send your suggestions to your Department Chairman, and we hope you will find it possible to work with one of the Commissions in making this Conference as fruitful as it should be.

FINANCIAL NOTE

It should be quite plain from the enclosed 1954 financial statement, that the need for funds continues to plague us. All bills for 1955 membership dues have recently been mailed. If you have received yours, please act upon it as soon as possible. The Board continues to give its best thinking to the augmentation of our resources. Enclosed you will find a few membership applications. How about signing up a colleague or two to be in NAIRO?

Herman H. Long
President

John G. Feild
Secretary

JGF:arv
Enclosures

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

565 NORTH ERIE STREET
TOLEDO 2, OHIO

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Providence, R. I.
SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

MAY 18 1955

May 16, 1955

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear George:

We have recently recorded receipt of your dues for the current year. Enclosed you will find your membership card.

Let me take this opportunity to express, on behalf of the Association, our appreciation for your support and interest. I trust you are receiving the NAIRO Reporter. The various Commissions, Departments, and Committees are now developing their program plans for this year and we hope you will find it possible to participate in our Ninth Annual Conference which will be held in Milwaukee, Wisconsin this year, November 30, December 1-2.

Cordially,

John G. Feild

John G. Feild
Secretary

JGF:ia
Enclosure

June 23, 1955

Mr. John G. Feild
Secretary
Board of Community Relations
565 North Erie Street
Toledo 2, Ohio

Dear John:

All right, and I will be there.

There is a morning flight from Cincinnati to Toledo, leaving Cincinnati at 7:45 and arriving Toledo airport 9:48. I will be on it.

Returning I leave Toledo at 4:38 p.m. and with a brief stop in Cincinnati get into Lexington, Kentucky 8:17 p.m.

I will have to drive from Lexington to Cincinnati to catch that morning plane, but can manage that all right.

Thanks for making it possible.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

August 8, 1955

Mr. John G. Feild
National Association of Intergroup
Relations Officials
565 North Erie Street
Toledo 2, Ohio

Dear John:

Received your memo of August 5 regarding a letter to Albert Cole, the Housing and Home Finance Director and think it is imperative that a letter be sent. Whenever political considerations are placed above professional competence, it is time for professional associations such as N.A.I.R.O. to take direct action in the form of recommendations to the proper authority.

I wholeheartedly endorse our taking action in this case.

Cordially,

Frederick B. Routh
Assistant Director

FBR/vc

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

565 N. Erie Street Toledo, Ohio

MEMORANDUM August 5, 1955

TO: NAIRO Executive Board

FROM: John G. Feild, Secretary

SUBJECT: Professional Standards and the Housing and Home Finance Agency.

In view of the fact that President Herman Long and President-elect Marshall Bragdon are both on vacation, I have decided to bring before the NAIRO Board a vital matter that, in my judgment, requires immediate action. It has come to my attention today that two members of this Association, Dr. Frank S. Horne and Mrs. Corienne Morrow, have been discharged from their positions by Housing Administrator Albert Cole because of "budgetary considerations". I have also been informed that Mr. Cole's press officer has stated that it has been determined that there is no longer a need for the special positions occupied by Dr. Horne and Mrs. Morrow. Both Dr. Horne and Mrs. Morrow are appealing this decision under the rules of the Civil Service Commission on the basis that they have 19 and 20 years tenure, respectively. In view of the fact that these two individuals appear to have been the only two persons affected by "budgetary considerations", and in view of the fact that political considerations were undeniably involved in Dr. Horne's earlier displacement by Mr. Joseph Ray, it would appear that professional standards associated with racial policy in the Housing and Home Finance Agency have been abandoned in favor of political pressure.

Having been a participant in NAIRO discussions on matters of this kind from the date of the Association's first meeting, I have personally concluded that the Association has a clear obligation to protest this action and to express its disapproval. I repeat, this is a personal conclusion. As Secretary of NAIRO, I am proposing, therefore, that the members of the Board be polled as to their views in this matter. There are obviously many methods of approach that could be taken, and I am hopeful that each member of the Board will make clear his position. I would propose that we send the attached communication to Mr. Cole and President Eisenhower. If you disapprove it, or if you feel it should be amended or a substitute drafted, please indicate this. If you approve it, I would hope that you would also state that. No action will be taken in the name of the Association unless there is a clear and preponderant agreement among the members of the Board. I urge you to write me at once.

JGF:arv
Attachment

John G. Feild

PROPOSED DRAFT

Mr. Albert Cole, Administrator
Housing and Home Finance Agency
Washington 25, D.C.

Dear Mr. Cole:

It has come to our attention that you have recently discharged Dr. Frank S. Horne and Mrs. Corienne Morrow as Race Relations Specialists from your staff because of "budgetary considerations."

Both Dr. Horne and Mrs. Morrow have been members of good standing in this Association for many years and are both recognized authorities in the intergroup relations field. In reviewing this situation, we find that contradictory and confusing practices concerning racial policy and the utilization of competent professional intergroup relations advisors within your agency have raised a serious question in our minds concerning the motivation for this action. In view of the extensive staff of racial advisors maintained by the HHFA and its affiliated agencies, we have no hesitation in questioning the wisdom of invoking "budgetary considerations" as a basis for discharging these two individuals. Nor can we understand how these vital positions could be abolished in the face of present realities. We feel impelled, because of the demonstrated ability of the two individuals involved, to urge your immediate reconsideration of this action.

It is our firm conviction that continued confidence in the administration of programs in the public interest can be justified only insofar as those responsible for such programs demonstrate their willingness to place the public interest above partisan and personal considerations. The encroachment of partisan and personal considerations into the civil rights field has done as much to undermine public confidence as outright bigotry and discrimination. It is our observation that the discharge of Dr. Horne and Mrs. Morrow will be so interpreted. As such it will reflect harmfully upon the dedicated efforts of every public and private agency throughout the country that has sought to maintain an objective, professional approach toward racial policy.

We sincerely trust, therefore, that you will undertake an immediate review of this problem with such subordinates as may have given you advice in this matter, in the hope that an immediate, satisfactory adjustment in this action may be worked out.

Very truly yours,

RACE RELATIONS DEPARTMENT
AMERICAN MISSIONARY ASSOCIATION DIVISION
BOARD OF HOME MISSIONS, CONGREGATIONAL CHRISTIAN CHURCHES
FISK UNIVERSITY OFFICE NASHVILLE 8, TENNESSEE

August 20, 1955

Mr. Fred Routh
Southern Regional Council
63 Auburn Avenue
Atlanta 3, Georgia

Dear Mr. Routh:

While Dr. Long has not yet returned to the office, definite word has been received at the office that the next meeting of the NAIRO Board will be held in Toledo, Ohio on September 9th and 10th.

Sincerely yours,

H. M. Perry

(Mrs.) H. M. Perry
Administrative Secretary

September 6, 1955

Mr. Samuel Spiegler
Managing Editor
NAIRO REPORTER
P. O. Box 275
Cathedral Station
New York 25, N. Y.

Dear Mr. Spiegler:

One small change in the article for the NAIRO REPORTER on the Southern Regional Council that is all states have now engaged professional staff. This will call for a slight editorial change.

Cordially yours,

Frederick B. Routh

FBR/ys

NAIRO **Reporter . . .** of Events and Trends in Intergroup Relations

Published monthly except August and September by the National Association of Intergroup Relations Officials

Editorial Address: P. O. Box 275, Cathedral Sta., New York 25, N. Y.
Telephone: MUrray Hill 5-1606

June 23, 1955

Mr. Frederick B. Routh
Assistant Director
Southern Regional Council, Inc.
63 Auburn Ave. N.E.
Atlanta 3, Ga.

Dear Fred:

Many thanks for your piece about the Southern Regional Council. This seems to me ideal for the Reporter. I shall submit it to our Editorial Committee, of which, as you probably know, Arnie Aronson is Chairman.

Since we publish monthly October through July, and since the July issue has already gone to the printer, there is no prospect of our being able to use your piece until the Fall. If anything happens to make you want to revise the article in any way, I hope you will communicate with me before Labor Day, so that we may have your final copy in hand when we begin to prepare the October issue.

Many thanks for your cooperation.

Cordially yours,

Sam

Samuel Spiegler
Managing Editor

SS:RB

Reply made 9/6/55

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

GENERAL OFFICES : 565 N. ERIE STREET
TOLEDO 2, OHIO

REPLY TO :

SEP 12 1955

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Nashville, Tenn.
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Commission
Minneapolis, Minn.
EAST
THOMAS HEFFERNAN
School Committee of Boston
Boston, Mass.
SOUTH
FREDERICK S. ROUTH
Southern Regional Council
Atlanta, Ga.

11 Sept 55

Dear George,

Have run into some odds and ends of info in which I thought you would be interested; some of which you doubtlessly know.

The CIO has given the NAACP $75,000; I think we should ask the new AFL-CIO for at least $25,000. Jim Hoffa, V.Pres of the Teamsters is interested in this field; contact through Joe Coles of Detroit (he knows and likes you).

There's a new foundation coming on the scene: headquarters to be Chicago, fund of $50 million ! Money from Anna McCormick Blaine; to be called the American Foundation or the New World Foundation. Director: Fred Hoehler.

The gang at NAIRO sends their best regards to you and Helen Ammerman has a new job with this group studying race in housing. It's for a year. She says your letters helped her through the rough period.

Off to Canada tomorrow; all well here. Got a new Mercury.

As ever,

Fred

P.S. Best regards to all at SRC.

September 27, 1955

Mrs. Virginia Coffey
NAIRO Education Commission
105 City Hall
Cincinnati 2, Ohio

Dear Virginia:

I thank you for your letter which I just got after returning to the office from vacation. We are getting this off air-mail so that you will have it by October 1st.

The title of my topic is "Changing Patterns in the South". If you have already sent in another title, that will be alright with me.

I am looking forward to seeing you in Milwaukee.

Give my best regards to Marsh.

Best wishes,

Cordially,

Fred B. Routh
Assistant Director

FRB/ys

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

GENERAL OFFICES: 565 N. ERIE STREET
TOLEDO 2, OHIO

REPLY TO: Department of Education Commission
105 City Hall, Cincinnati, 2, Ohio

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Race Relations Department, A.M.A.
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MIDWEST

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Fair Employment Practices
Commission
Minneapolis, Minn.

EAST

THOMAS HEFFERNAN
School Committee of Boston
Boston, Mass.

SOUTH

FREDERICK S. ROUTH
Southern Regional Council
Atlanta, Ga.

Mr. Frederick B. Routh,
Southern Regional Council,
63 Auburn Ave. N.E.,
Atlanta, Georgia.

Dear Fred:

We have been given an October 1 deadline for the presentation of names of participants for the printed NAIRO program.

Would you please think up a title for your talk, and let me have it right away.

I thought of these, but I must confess, they don't sound too clever.

"Soundings from the South"
"The Southern View"

Choose one of these or give me something different (I hope).

By the way, since we will not have anyone officially from NAACP, Roy Wilkins has agreed to provide us with a written resume of their efforts, to date. These we hope to distribute at the meeting.

Let me hear from you immediately.

Sincerely yours,

Virginia

(Mrs.) Virginia Coffey
Chairman, NAIRO Dept.
Education Commission

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Providence, R. I.

SOUTH
RUBY HURLEY
NAACP, S. E. Region
Birmingham, Ala.

Sept. 29, 1955

Please reply to:
5439 South Kimbark
Chicago 15, Ill.

OCT 1 1955

Dr. George S. Mitchell
Southern Regional Council
63 Auburn Ave., N. E.
Atlanta 3, Ga.

Dear George:

I'm mighty disappointed that you won't be at the Milwaukee Conference! I wanted you to see me sitting on top of the world after the amount of weeping I've done into your beer.

Sincerely yours,

Helen

Helen E. Amerman

Sept. 29, 1955

Please reply to:
5439 South Kimbark
Chicago 15, Ill.

Mr. Fred Routh
Southern Regional Council
63 Auburn Ave., N. E.
Atlanta 3, Ga.

Dear Fred:

I hope that you have had a very enjoyable vacation and are liking your new car.

As I indicated at Toledo, our Departmental luncheon on November 30 in Milwaukee is to feature the university human relations centers. Rather than have a few discussants following the presentation of Dean Epley's findings, we are having a longer general discussion period and ensuring a high level of participation by making a special effort to have in the audience (1) faculty from each of the centers, (2) invited practitioners with extensive experience in hiring intergroup relations workers and/or service on workshop faculties, and (3) graduates of these centers who are now employed in intergroup relations agencies.

This is a special request that you attend that luncheon to give us the benefit of your remarkably rounded experience as a student and later faculty member as well as a practitioner.

May we count on you?

Sincerely yours,

Helen E. Amerman
Chairman, Department of
Research Services

cc: Mitchell, Epley, Rinder, Huebner, Long, Feild

BY-LAWS

of the

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

(AS AMENDED)

OFFICIAL COPY
ISSUED OCTOBER 1, 1955
APPROVED: John G. Feild, Sec'y

ARTICLE I.

The name of this organization shall be the National Association of Intergroup Relations Officials.

ARTICLE II. PURPOSES

The purpose of the National Association of Intergroup Relations Officials shall be:

1. To encourage and conduct the collection, compilation and distribution of information and research among organizations and individuals engaged in the field of improvement of intergroup relations;

2. To facilitate the exchange of knowledge, experience and research among official and private organizations dealing with racial, religious, ethnic, and cultural relations;

3. To advance generally the science, processes, and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practice.

ARTICLE III. ORGANIZATION

1. The Association shall consist of one organization representing the entire body of the membership. The Association shall maintain a permanent central headquarters office as designated by the Board of Directors. The Association may establish divisions or councils within the organization as required.

2. The annual meeting of the Association shall be the policy-making authority of the Association.

ARTICLE IV. MEMBERSHIP

1. Membership shall be limited to individuals and shall be of two classes:

   A. Active: Any person primarily engaged in intergroup relations in a professional staff capacity, whether salaried or voluntary; as a recognized authority; or substantially engaged as a member of the governing body of an agency or commission in this field.

   B. Associate: Any person subscribing to the basic objectives and program of the Association.

2. The Board of Directors shall have authority over admission to or removal from membership in NAIRO. An appropriate committee shall receive and act

upon all applications for active membership, provided that the committee shall, wherever feasible, consult with active NAIRO members in the area from which the application is received.

3. All members shall be elected by the Board of Directors.

ARTICLE V. DUTIES AND PRIVILEGES OF MEMBERSHIP

1. The Association shall establish and maintain a schedule of annual fees and dues to be paid by persons admitted to the two classes of membership.

2. Each Active member shall be entitled to one vote at any membership meeting, hold office, all regular and special information services of the Association, services of the Personnel Exchange and such other special services as shall be determined by the Board.

3. Each Associate member shall be entitled to receive all regular informational services of the Association, participate in conferences of the Association, and may be appointed to serve as consultants on committees.

ARTICLE VI. OFFICERS

1. The officers of the Association shall be a President, a President-elect, two Vice-Presidents, a Treasurer and a Secretary, selected from the members of the Board of Directors. The President-elect, Vice-Presidents, Secretary and Treasurer shall be elected at each annual meeting of members or by mail ballot as provided in Article X, Section 8 of these By-Laws. The President shall be the person selected as President-elect the previous year, except that in the year 1953 both a President and President-elect shall be elected. All officers shall serve from the time of their election until their successors have been elected.

2. An Executive Secretary shall be appointed by the Board at its discretion and shall be the administrative officer of the Association, subject to the direction of the Board. He may be delegated to assume such responsibilities of the Treasurer and Secretary and shall have general direction of the work, business affairs and other duties of the Association as may be determined by the Board.

3. The President shall be the principal executive officer of the corporation and shall in general supervise and control all of the business and affairs of the corporation. He shall preside at all meetings of members and of the Board of Directors. He may sign, with the secretary or any other proper officer of the corporation authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors, or by these by-laws, or by statute to some other officer or agent of the corporation; and in general shall perform all duties incident to the office of president, and such other duties as may be prescribed by the Board of Directors from time to time. He shall make available to the President-elect whatever information in his judgment will enable the latter to succeed him most efficiently.

4. The President-elect, in addition to having the regular powers and duties of any member and of any member of the Board of Directors, shall also be responsible for familiarizing himself as much as possible with the functionings of the Association.

5. In the absence of the President or in the event of his inability or refusal to act, the Vice-President (or in the event there be more than one Vice-President, the Vice-Presidents in the order designated, or in the absence of any designation, then in the order of their election) shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. Any Vice-President shall perform such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

6. If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety or sureties as the Board of Directors shall determine. He shall have charge and custody of and be responsible for all funds and securities of the corporation; receive and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such banks, trust companies or other depositaries as shall be selected in accordance with the provisions of these by-laws; and in general perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

7. The Secretary shall keep the minutes of the meetings of the members and of the Board of Directors in one or more books provided for that purpose; see that all notices are duly given in accordance with the provisions of these by-laws or as required by law; be custodian of the corporate records and of the seal of the corporation and see that the seal of the corporation is affixed to all documents, the execution of which on behalf of the corporation under its seal is duly authorized in accordance with the provisions of these by-laws; keep a register of the post-office address of each member which shall be furnished to the Secretary by such member; and in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

8. The Board of Directors may elect or appoint such other officers, including one or more Assistant Secretaries and one or more Assistant Treasurers, as it shall deem desirable, such officers to have the authority and perform the duties prescribed, from time to time by the Board of Directors. Any two or more offices may be held by the same person, except the offices of President and Secretary.

9. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.

ARTICLE VII. BOARD OF DIRECTORS

1. The Board of Directors shall consist of not more than twenty-two (22) active members, eighteen (18) of whom shall be chosen by the members of the Association at its annual meeting.

2. The term of office of the eighteen (18) elected members of the Board shall be three (3) years, except that at the first election, six (6) members shall be elected for one (1) year, six (6) for two (2) years and six (6) for three (3) years. Vacancies from among the eighteen (18) elected members shall be filled, until election at the next annual meeting by appointment by the Board.

3. Four Regional Chairmen of the Association shall be appointed by the President in the northern, southern, eastern and western regions of the country respectively,

to serve for a term of one year or until the next succeeding annual meeting of the Association. Such Regional Chairmen, if not otherwise members of the Board of Directors, shall serve as members of that Board with full rights during their term in office.

4. At meetings of the Board, seven (7) shall constitute a quorum. If less than seven (7) of the directors are present, a majority of those present may adjourn the meeting from time to time without further notice.

5. The affairs of the Association shall be managed by the Board. The Board shall report its actions to the annual meeting.

6. The Board shall hold an annual meeting of the Board, immediately after the annual meeting of the members, at the same place, without notice, and may call such special meetings as may be necessary, at such times and places as it may determine. Special meetings may be called by or at the request of the President or any five (5) directors.

7. Notice of any special meeting of the Board of Directors shall be given at least five (5) days previously thereto by written notice delivered personally or sent by mail or telegram to each director at his address as shown by the records of the corporation. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope, such notice shall be deemed to be delivered when the telegram is delivered to the telegraph company. Any director may waive notice of any meeting. The attendance of a director at any meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board need be specified in the notice or waiver of notice of such meeting, unless specifically required by law or by these by-laws.

8. The act of a majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, except where otherwise provided by law or by these by-laws.

9. The Board shall appoint a membership committee and a program committee, and may appoint such other working committees as may be deemed necessary to conduct the Association's business.

ARTICLE VIII. EXECUTIVE COMMITTEE OF THE BOARD

1. There shall be established within the Board of Directors by resolution, adopted by the majority of the directors in official meeting, an Executive Committee which shall consist of the President, President-elect, the two Vice-Presidents, the Treasurer, the Secretary and three (3) other members of the Board, elected by that body.

2. The Executive Committee shall act for the Board between meetings of the Board.

3. A majority of the members of the Executive Committee shall constitute a quorum and a majority of those members present at a meeting shall prevail on all questions if a quorum is present.

4. The Executive Secretary shall be a non-voting member of the Executive Committee.

ARTICLE IX. COMMITTEES

1. The standing committees of the Association shall be:

A. A Nominating Committee of not less than five (5) persons nor more than eleven (11) persons, the duties of which shall be to nominate for presentation to the annual meeting, a slate of directors designating five (5) of them as officers, and also to present a slate for a Nominating Committee for the following year, except that six (6) officers, including a President-elect, shall be designated in 1953.

B. A Membership Committee which shall aid in securing members and advise the Executive Secretary on problems relating to eligibility for membership in the Association.

C. A Program Committee which shall plan and organize the program for the annual meeting.

2. Other committees not having and exercising the authority of the Board of Directors in the management of the corporation may be designated by a resolution adopted by a majority of the directors present at a meeting at which a quorum is present. Except as otherwise provided in such resolution, members of each such committee shall be members of the corporation, and the president of the corporation shall appoint the members thereof. Any member thereof may be removed by the person or persons authorized to appoint such member whenever in their judgment the best interests of the corporation shall be served by such removal.

3. Each member of a committee shall continue as such until the next annual meeting of the members of the corporation and until his successor is appointed, unless the committee shall be sooner terminated, or unless such member be removed from such committee, or unless such member shall cease to qualify as a member thereof.

4. One member of each committee shall be appointed Chairman.

5. Vacancies in the membership of any committee may be filled by appointment made in the same manner as provided in the case of original appointments.

6. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

7. Each committee may adopt rules for its own government not inconsistent with these by-laws or with rules adopted by the Board of Directors.

ARTICLE X. MEETINGS OF MEMBERS

1. The Association shall hold an annual meeting of members and such other meetings as may be necessary to conduct the affairs of the Association, the time to be fixed by the Board of Directors.

2. Special meetings of the members may also be called either by the President, or not less than one-tenth of the members having voting rights.

3. The Board of Directors may designate any place, either within or without the State of Illinois, as the place of meeting for any annual meeting or for any special

meeting called by the Board of Directors. If no designation is made or if a special meeting be otherwise called, the place of meeting shall be the registered office of the corporation in the State of Illinois, provided, however, that if all of the members shall meet at any time and place, whether within or without the State of Illinois, and consent to the holding of a meeting, such meeting shall be valid without call or notice, and at such meeting any corporate action may be taken.

4. Written or printed notice stating place, day and hour of any meeting of members shall be delivered, either personally or by mail, to each member entitled to vote at such meeting, not less than five nor more than forty days before the date of such meeting, by or at the direction of the President, or the Secretary, or the officers or persons calling the meeting. In case of a special meeting or when required by statute or by these by-laws, the purpose for which the meeting is called shall be stated in the notice. If mailed, the notice of a meeting shall be deemed delivered when deposited in the United States mail addressed to the member at his address as it appears on the records of the corporation, with postage thereon prepaid.

5. Any action required to be taken at a meeting of the members of the corporation, or any other action which may be taken at a meeting of members may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the members entitled to vote with respect to the subject matter thereof.

6. The members holding one-tenth of the votes which may be cast at any meeting shall constitute a quorum at such meeting. If a quorum is not present at any meeting of members, a majority of the members present may adjourn the meeting from time to time without further notice.

7. At any meeting of members, a member entitled to vote may vote either in person or by proxy executed in writing by the member or by his duly authorized attorney-in-fact. No proxy shall be valid after eleven months from the date of its execution unless otherwise provided in the proxy.

8. The Board of Directors may authorize elections of directors and officers to be conducted by mail.

ARTICLE XI. CONTRACTS, CHECKS, DEPOSITS AND FUNDS

1. The Board of Directors may authorize an officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these by-laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation and such authority may be general or confined to specific instances.

2. All checks, drafts, or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such a manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer or an Assistant Treasurer and countersigned by the President or a Vice-President of the Corporation.

3. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositaries as the Board of Directors may select.

4. The Board of Directors may accept on behalf of the corporation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the corporation.

5. Any organization or agency may subscribe to the regular informational services of the Association. Special informational or other services may be rendered upon request to subscribing agencies, with or without charge, as the Board of Directors or Executive Committee may determine.

ARTICLE XII. BOOKS AND RECORDS

The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its members, Board of Directors and committees having any of the authority of the Board of Directors, and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote. All books and records of the corporation may be inspected by any member, or his agent or attorney, for any proper purpose at any reasonable time.

ARTICLE XIII. SEAL

The Board of Directors shall provide a corporate seal which shall be in the form of a circle and shall have inscribed thereon the name of the corporation and the words "Corporate Seal. Illinois."

ARTICLE XIV. WAIVER OF NOTICE

Whenever any notice whatever is required to be given under the provisions of the General Not for Profit Corporation Act of Illinois, or under the provisions of the articles of incorporation or the by-laws of the corporation, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XV.

No part of the net earnings of the Association shall in any way inure to the benefit of any member, director or officer, but this shall not preclude the reimbursement for expenses incurred as such or the payment of compensation authorized by the Board of Directors to the Executive Secretary and other employees for services rendered as such. The Association shall not engage in carrying on propaganda, or otherwise attempting to influence legislation.

ARTICLE XVI. AMENDMENTS

This Constitution may be amended by a majority vote at the annual meeting. Written notice of any proposed amendments shall be submitted to the membership at least thirty (30) days in advance of the meeting.

ARTICLE XVII. PARLIAMENTARY PROCEEDINGS

Roberts Rules of Order shall prevail in determination of parliamentary procedures in official meetings of the Association.

/arv

AMENDED BY-LAWS

of the

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

DRAFT COPY
DATE: October 4, 1955

ARTICLE I. NAME

The name of this organization shall be the National Association of Intergroup Relations Officials.

ARTICLE II. PURPOSE

The purpose of the National Association of Intergroup Relations Officials shall be:

1. To encourage the collection, compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;

2. To facilitate the exchange of knowledge, experience and research among governmental agencies and private organizations dealing with racial, religious, ethnic and cultural relations;

3. To advance generally the science, processes, and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practice.

ARTICLE III. ORGANIZATION AND ELECTIONS

1. The Association shall consist of one organization representing the entire body of the membership. The Association shall maintain a central headquarters office as designated by the Board of Directors. The Association may establish divisions within the organization as required.

2. The membership of the Association shall determine policies of the Association at the annual meeting, and subject to the mail ballot provisions, shall elect in this order, the Board of Directors, the Officers, and the Nominating Committee for the following year.

ARTICLE IV. MEMBERSHIP

1. Membership shall be limited to individuals and shall be of two classes:

a. Active: Any person primarily engaged in intergroup relations: in a professional staff capacity, whether salaried or voluntary; as a recognized authority; as a member of the governing body of any agency or commission, or otherwise substantially engaged in the intergroup relations work of an agency or commission related to this field.

b. Associate: Any person subscribing to the basic objectives and program of the Association.

2. The Board of Directors shall have authority over admission to membership in NAIRO, but may delegate to the Membership Committee, or its Chairman, or to the Executive Secretary, the power to receive and act upon applications for active membership, provided that such delegatees shall, wherever feasible, consult with active NAIRO members in the area from which the application is received. Subject to review by the membership at the annual business meeting, the Board of Directors may suspend or remove from membership, after opportunity for hearings and fair notice thereof, any person whose conduct is deemed harmful to NAIRO.

ARTICLE V. DUTIES AND PRIVILEGES OF MEMBERSHIP

1. The Association shall establish and maintain a schedule of annual fees and dues for the two classes of membership.

2. Each Active member shall be entitled to; vote at any membership meeting; hold office; participate in conferences; serve, by appointment, on committes; receive all regular and special information services; and utilize the services of the Personnel Exchange and such other special services as shall be determined by the Board.

3. Each Associate member shall be entitled to: participate in conferences; serve, by appointment, on committees; and receive all regular informational services.

4. Any individual, organization or agency may subscribe to the regular informational services of the Association. Special information or other services may be rendered upon request, with or without charge, as the Board of Directors may determine.

ARTICLE VI. OFFICERS

1. The officers of the Association shall be a President, a President-elect, two Vice-Presidents, a Treasurer and a Secretary, all of whom shall be regular members of the Board of Directors at the time of their election to office, or shall have been regular members of that Board in the year immediately preceding their election to office. The President-elect, Vice Presidents, Treasurer and Secretary shall take office as soon as elected, and shall serve until their succesors are chosen; the President shall succeed to his office from the position of President-elect, when the new President-elect shall have been chosen. Elections shall take place at each annual membership meeting (Article X, Sect. 1) or by mail ballot (Article X, Sect. 8).

2. An Executive Secretary may be appointed by the Board, to serve as the administrative officer of the Association, subject to the direction of the Board, which may, among other duties, delegate to the Executive Secretary the administrative functions of the Treasurer and Secretary. The Board of Directors may also appoint such other staff as it shall deem desirable to perform such duties as may be prescribed by the Board of Directors.

3. The President shall be the principal executive officer of the corporation and shall in general supervise and control all of the business and affairs of the corporation. He shall preside at all meetings of members and of the Board of Directors. He may sign, with the Secretary or any other proper officer

of the corporation authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors, or by these by-laws, or by statute to some other officer or agent of the corporation; and in general shall perform all duties incident to the office of President, and such other duties as may be assigned by the Board of Directors from time to time. He shall make available to the President-elect whatever information in his judgment will enable the latter to succeed him most efficiently.

4. The President-elect, in addition to having the regular powers and duties of any member and of any member of the Board of Directors, shall also be responsible for familiarizing himself as much as possible with the functionings of the association.

5. In the absence of the President or in the event of his inability or refusal to act, the Vice-President (or in the event there be more than one Vice-President, the Vice-Presidents in the order designated, or in the absence of any designation, then in the order of their election) shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. Any Vice-President shall perform such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

6. If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety or sureties as the Board of Directors shall determine. He shall have charge and custody of and be responsible for all funds and securities of the corporation; receive and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such banks, trust companies or other depositaries as shall be selected in accordance with the provisions of these by-laws; and in general perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

7. The Secretary shall keep the minutes of the meetings of the members and of the Board of Directors in one or more books provided for that purpose; see that all notices are duly given in accordance with the provisions of these by-laws or as required by law; be custodian of the corporate records and of the seal of the corporation and see that the seal of the corporation is affixed to all documents, the execution of which on behalf of the corporation under its seal is duly authorized in accordance with the provisions of these by-laws; keep a register of the post-office address of each member which shall be furnished to the Secretary by such member; and in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

8. A vacancy in any office because of death, resignation, removal, disqualification or other wise, may be filled by the Board of Directors for the unexpired portion of the term, except that, if the office of President-elect shall become vacant, it shall remain unfilled until the next regular election of officers, at which time the members shall elect a President for the immediately following term, as well as all the regular officers.

ARTICLE VII. BOARD OF DIRECTORS

1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than twenty-eight (28) members, and not less than eighteen (18). Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article X; in addition, any of the six (6) officers who is not otherwise a member of the Board, shall serve ex-officio during his term in office. Further, the President shall appoint four (4) Regional Chairman of the Association, from four seperate geographic regions of the country, to serve for terms of one year or until their successors are chosen, and these persons shall also serve ex-officio on the Board of Directors, if not already members of the Board.

2. The term of office of the eighteen elected members of the Board shall be for three years, or until their successors are chosen. Six (6) members shall be elected to the Board of Directors yearly. Vacancies shall be filled by appointment of the Board, until the next regular election, at which time a member shall be elected for the unexpired term.

3. The Board of Directors shall report its actions at the Association's annual meeting and shall hold an annual meeting of the Board, immediately after the annual meeting of members, at the same place, without notice. The Board may call such special meetings as may be necessary, at such times and places as it may determine. Special meetings may be called by or at the request of the President or any five (5) directors. Notice of any special meeting of the Board of Directors shall be given at least five (5) days previously thereto by written notice delivered personally or sent by mail or telegram to each director at his address as shown by the records of the corporation. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope, such notice shall be deemed to be delivered when the telegram is delivered to the telegraph company. Any director may waive notice of any meeting. The attendance of a director at any meeting shall constitute a waiver or notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board need be specified in the notice or waiver of notice of such meeting, unless specifically required by law or by these by-laws.

4. a. The act of a majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, except where otherwise provided by law or by these by-laws.

   b. At meetings of the Board, seven (7) shall constitute a quorum. If less than seven (7) of the directors are present, a majority of those present may adjourn the meeting from time to time without further notice.

ARTICLE VIII. EXECUTIVE COMMITTEE OF THE BOARD

1. There shall be established an Executive Committee within the Board of Directors consisting of the officers and three (3) other members of the Board elected by that body. The Executive Secretary, if any, shall be a non-voting member of this Committee.

2. a. The Executive Committee shall act for the Board between meetings of the Board.

b. A majority of the members of the Executive Committee shall constitute a quorum and a majority of those members present at a meeting shall prevail on all questions if a quorum is present.

ARTICLE IX. COMMITTEES

1. The standing committees of the Association shall be:

a. A Nominating Committee of not less than five (5) persons nor more than eleven (11) persons, the duties of which shall be to nominate for presentation to the annual meeting a slate of officers and directors, with at least one candidate for each vacancy, and a slate of candidates for the following year's Nominating Committee.

b. A Membership Committee, which shall aid in securing members and advise the Board of Directors (and Executive Secretary, if any) on problems relating to eligibility for membership in the Association. The Chairman of this Committee shall be a Member of the Board of Directors, and said Board shall appoint such Chairman and the members of the Committee.

c. A Conference Committee, which shall plan and organize the program for the annual meeting, subject to the Board's approval. The Board shall appoint the Chairman and members of this Committee.

2. The Board may authorize the formation of other Committees, not having and exercising the authority of the Board in the management of the Association. Subject to the approval of the Board, the President shall appoint the Chairman and members of such committees. The President shall have the power to make interim appointments to committees authorized by the Board and to create interim Committees and make appointments thereto.

3. Persons not members of the Association may be appointed to serve on the Conference and special Committees.

4. Each member of a Committee shall continue as such until his successor has been appointed, unless the committee shall be sooner terminated, or unless such member be removed from the committee or fail to qualify as a member thereof. The appointing authority in each case shall have the power of removal, whenever in his or its opinion the best interest of the Association are thereby served. Vacancies in any Committee shall be filled in the same manner provided for the original appointments.

5. a. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

b. Each committee may adopt rules for its own government not inconsistent with these by-laws or with rules adopted by the Board of Directors.

ARTICLE X. MEETINGS OF MEMBERS

1. The Association shall hold an annual meeting of members and such other meetings as may be necessary to conduct the affairs of the Association, the time to be fixed by the Board of Directors.

2. Special meetings of the members may also be called either by the President, or not less than one-tenth of the members having voting rights.

3. The Board of Directors may designate any place, either within or without the State of Illinois, as the place of meeting for any annual meeting or for any special meeting called by the Board of Directors. If no designation is made or if a special meeting be otherwise called, the place of meeting shall be the registered office of the corporation in the State of Illinois, provided, however, that if all of the members shall meet at any time and place, whether within or without the State of Illinois, and consent to the holding of a meeting, such meeting shall be valid without call or notice, and at such meeting any corporate action may be taken.

4. Written or printed notice stating place, day and hour of any meeting of members shall be delivered, either personally or by mail, to each member entitled to vote at such meeting, not less than five nor more than forty days before the date of such meeting, by or at the direction of the President, or the Secretary, or the officers or persons calling the meeting. In case of a special meeting or when required by statute or by these by-laws, the purpose for which the meeting is called shall be stated in the notice. If mailed, the notice of a meeting shall be deemed delivered when deposited in the United States mail addressed to the member at his address as it appears on the records of the corporation, with postage thereon prepaid.

5. Any action required to be taken at a meeting of the members of the corporation, or any other action which may be taken at a meeting of members may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the members entitled to vote with respect to the subject matter thereof.

6. The members holding one-tenth of the votes which may be cast at any meeting shall constitute a quorum at such meeting. If a quorum is not present at any meeting of members, a majority of the members present may adjourn the meeting from time to time without further notice.

7. At any meeting of members, a member entitled to vote may vote either in person or by proxy executed in writing by the member or by his duly authorized attorney-in-fact. No proxy shall be valid after eleven months from the date of its execution unless otherwise provided in the proxy.

8. The Board of Directors may authorize elections of directors and officers to be conducted by mail.

ARTICLE XI. CONTRACTS, CHECKS, DEPOSITS AND FUNDS

1. The Board of Directors may authorize an officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these

by-laws, to enter into any contract or execute and deliver any instrument in the name of an on behalf of the corporation and such authority may be general or confined to specific instances.

2. All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such a manner as shall from time to time be determined by resolution of the Board of Directors, In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer or an Assistant Treasurer and countersigned by the President or a Vice-President of the corporation.

3. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositaries as the Board of Directors may select.

4. The Board of Directors may accept on behalf of the corporation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the corporation.

ARTICLE XII. BOOKS AND RECORDS

The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its members, Board of Directors and committees having any of the authority of the Board of Directors, and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote. All books and records of the corporation may be inspected by any member, or his agent or attorney, for any proper purpose at any reasonable time.

ARTICLE XIII. SEAL

The Board of Directors shall provide a corporate seal which shall be in the form of a circle and shall have inscribed thereon the name of the corporation and the words "Corporate Seal. Illinois."

ARTICLE XIV. WAIVER OF NOTICE.

Whenever any notice whatever is required to be given under the provisions of the General Net for Profit Corporation Act of Illinois, or under the provisions of the articles of incorporation or the by-laws of the corporation, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XV. REGULATION OF INCOME

No part of the net earnings of the Association shall in any way inure to the benefit of any member, director or officer, but this shall not preclude the reimbursement for expenses incurred as such or the payment of compensation authorized by the Board of Directors to the Executive Secretary and other persons for services rendered as such. The Association shall not engage in carrying on propaganda, or otherwise attempting to influence legislation.

ARTICLE XVI. AMENDMENTS

These by-laws may be amended by a majority vote at the annual meeting. Written notice of any proposed amendments shall be submitted to the membership at least 30 days in advance of the meeting; including either the verbatim proposal, or a fair digest which is sufficient to clearly indicate the contents of such proposal.

ARTICLE XVII. PARLIAMENTARY PROCEEDINGS

In official meetings of the Association, Roberts Rules of Order shall determine parliamentary procedures.

November 14, 1955

Mrs. Virginia Coffey, Chairman
NAIRO
Educational Commission Department
105 City Hall
Cincinnati 2, Ohio

Dear Virginia:

Thanks for your note of November 9 informing me of the change in the NAIRO program so that our portion of the program comes on Thursday, December 1 insteand of Wednesday, November 30. As you noted, I will be there for the entire conference so this in no way conflicts with my schedule.

I am looking forward to seeing you in Milwaukee, also, Marsh Bragdon. Best personal regards.

Cordially,

F. B. Routh,
Assistant Director.

FBR:mf

Under Nat'l Assoc. 1955

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

GENERAL OFFICES: 565 N. ERIE STREET
TOLEDO 2, OHIO

REPLY TO: Education Commission Department
105 City Hall - Cincinnati 2, Ohio

OFFICERS
PRESIDENT
HERMAN H. LONG
Race Relations Department, A.M.A.
Fisk University
Nashville, Tenn.
PRESIDENT-ELECT
MARSHALL BRAGDON
Mayor's Friendly Relations Committee
Cincinnati, Ohio
VICE PRESIDENTS
FRANK HORNE
Housing and Home Finance Agency
Washington, D.C.
MYRON SCHWARTZ
Jewish Community Relations Council
St. Louis, Mo.
SECRETARY
JOHN G. FEILD
Board of Community Relations
Toledo, Ohio
TREASURER
CORNEFF TAYLOR
Commission on Human Rights
Milwaukee, Wis.

BOARD OF DIRECTORS
(In addition to the officers)
HELEN AMERMAN
Chicago, Ill.
JOSEPH C. COLES
Commission on Community Relations
Detroit, Mich.
GEORGE CULBERSON
Fair Employment Practice Commission
Pittsburgh, Penna.
S. ANDHIL FINEBERG
American Jewish Committee
New York, N.Y.
WILLIAM GREMLEY
Commission on Human Relations
Kansas City, Mo.
VIRGINIA HUEBNER
Wisconsin Industrial Commission
Milwaukee, Wis.
PAUL KLEIN
New York, N.Y.
CHARLES LIVERMORE
President's Committee on Government Contracts
Washington, D.C.
WILL MASLOW
American Jewish Congress
New York, N.Y.
D'ARCY McNICKLE
American Indian Development
Denver, Colo.
FRITZ POLLARD
Commission on Human Relations
Chicago, Ill.
LOUIS A. RADELET
National Conference of Christians & Jews
New York, N.Y.

REGIONAL CHAIRMEN
WEST
LOUISE P. BLACKHAM
Civic Unity Committee
Seattle, Wash.
MIDWEST
WILFRED C. LELAND
Fair Employment Practices Commission
Minneapolis, Minn.
EAST
THOMAS HEFFERNAN
School Committee of Boston
Boston, Mass.
SOUTH
FREDERICK S. ROUTH
Southern Regional Council
Atlanta, Ga.

November 9, 1955

Mr. Fred Routh,
Southern Regional Council,
63 Auburn Avenue, N.E.,
Atlanta 3, Georgia.

Dear Fred:

I wanted to let you know that the Education Commission session at NAIRO has been moved up a day. In other words, our part of the program will come on Thursday, December 1, instead of Wednesday, November 30.

This change became necessary when Dan Dodson found that he could not be with us on the 30th. He offered to prepare a paper, to be used as a substitute, but we thought such a thing would fall flat. Besides, we wanted him and his personality.

We hastily made long distance calls to Virginia Heubner, George Shermer, and John Feild, and thus switched sessions.

I didn't contact you about this because I assumed you would be attending the conference the entire time, and one day would suit you as well as another.

Other than this, plans are all going along well. You and Dan Dodson are the speakers; Dr. Martin Klotsche, president of Wisconsin State College in Milwaukee is moderator of later discussion.

By this time, you have the Education Commission Report, from which Dodson will speak. I'd be interested in your reaction, after you read it.

That's all, at this time. If I don't hear from you, I'll at least be seeing you soon, in Milwaukee.

Sincerely yours,

Virginia

(Mrs) Virginia Coffey
Chairman, NAIRO
Education Commission

NAIRO Newsletter

565 N. ERIE STREET
TOLEDO 2, OHIO

November 23, 1955

CONFERENCE BULLETIN

From present indications our NINTH ANNUAL CONFERENCE will be the largest in NAIRO's history. The program is heavy and reflects a great deal of planning and effort by our Conference Chairman, Virginia Huebner, her local Committee and each of our Departmental and Commission Chairmen. Please note:

A REAL BARGAIN: For $13.00 you will receive three luncheons, two dinners, a Gridiron Show and Cocktail Party. Transportation to Marquette University and Miller's brewery is also included. This is a package plan designed to save you money.

DUES: Conference time is a good time to pay your dues. Our membership is at an all-time high, incidentally.

BY-LAWS: Enclosed you will find a recommended revision of our By-Laws (Blue Cover) along with the present By-laws. Please give them some study as they will be acted upon at the Conference.

PROFESSIONAL STANDARDS: Alexander Allen, Chairman of our Committee on Professional Standards and Ethics urges all members to review the 1954 Report and Business Meeting discussion which was mailed to all members with our May 2nd Newsletter. Proposals for specific action will be submitted to the Business Meeting.

NEXT YEAR: Our Tenth Anniversary Conference will be held in Philadelphia.

NOT ALL WORK: A press clipping from the Shaker Heights Gazette reports on the sneak preview of the 1955 NAIRO GRIDIRON, produced again this year by Baldau-Klein, Ink., They called the show, "racy."

REPORTER: Agency subscriptions at the reduced rate of $2.00 per year on orders over 15 for the Reporter have increased. Check yours.

NEW PROJECTS: An "intern" program for professional training, improved employment referral service, a NAIRO sponsored "In-Service Intergroup Training Seminar", a Personnel Directory, and several special publications are under consideration by our Committee on Resources and Planning. Reports at the Conference.

See you in Milwaukee!

Herman Long, Pres.
John Feild, Secy.

DEC 5 1955

NAIRO-LPS
Newsletter
November, 1955

The National Association
of Intergroup Relations Officials

DEPARTMENT OF LOCAL PUBLIC SERVICES
Marshall Bragdon, Chairman
105 City Hall, Cincinnati 2, Ohio

ADMITTED: WE VISIONED MORE THAN WE'VE DONE In January, LPS Co-chairman Bill Gremley and I gave the NAIRO Board an ambitious tentative program of things we hoped LPS could do in 1955. (See list in LPS March Newsletter.) Many of these are yet unachieved. BUT we still believe in thinking big. We asked agency executives to react to the list, rating the items' importance. At least a dozen sent thoughtful comments which in sum added up to reflect a lot of wisdom and hard sense, to which we have referred again and again.

The March and July Newsletters were generally commended as valuable communication aids. (They went also to many other NAIRO members; several national agencies requested quantities for home and field staff members; thus widening the awareness of LPS activity and progress.) The July Newsletter item, predicting an impending shortage of qualified LPS workers, touched off varied correspondence, followed by conferences and Board discussion, and plans to further analyze the training problem.

Your chairman did not get out a September issue as planned, due chiefly to his inability to handle too many jobs, partly due to writer's cramp among our members... Though this issue is pointed toward the Milwaukee conference, for those who will attend it, we remind ourselves and all colleagues that the majority of LPS people in NAIRO do not get to the annual gathering. For maximum service to our entire membership, all of us should help to devise, demand and support more means of exchanging experience, information and professional stimulation. And that should challenge every one of us. As a group, more problems faced LPS agencies near 1955's end than a year before; not just tensions to handle in our communities--but problems inside our agencies: personnel, relations to government, our role and status, etc. We need to face these with full access to one another's applicable wisdom. Three days in Milwaukee is just a beginning. Year-'round communication must somehow be bettered. Let's think on that, then work at it. --M.B.

WHAT'S BREWING IN MILWAUKEE? At the 9th NAIRO conference, at Milwaukee Nov. 30 to Dec. 2, two meetings involve us especially. On Wednesday night the joint meeting of Local Public and Local Private agencies will explore the vital question of their interrelations. The speakers will be Fritz Pollard of the Chicago CHR and Robert Segal of Boston's Jewish Community Council. But everybody's contributions in discussion will make or break this effort to understand the other fellow's role, and thus build sounder cooperation.

The regular department meeting Thursday morning has scheduled these items: (1) Chairman's 1955 report; (2) review of "Interrelations" meeting; (3) discussion of problems of personnel--training needs, professional standards, etc.; (4) news of younger agencies; (5) comments on Education Commission Report; (6) choosing 1956 Chairman, planning

program. But the agenda is flexible; items of felt interest can be added. The big aim is to give members what they consider of practical value.... Other conference meetings are of obvious interest to us; such as "The Role of the Practitioner in Times of Transition", the Housing, Education, Civil Rights and Manpower meetings. Also, the Research Department's survey of Human Relations Centers' training and other services. And the second report of the Professional Standards committee will be keenly awaited by LPS people.

MANY HANDS COMPLETE DENVER HR INVENTORY The Denver Inventory of Human Relations was completed on June 6, when a workshop was held to suggest methods of carrying out the recommendations. At the invitation of the Mayor, about 60 organizations sent representatives. On May 10, 276 persons had responded to an invitation from the Mayor, the City Council and the Commission on Human Relations to attend a dinner meeting to receive the report of the Inventory, and to hear Dr. Frank Graham, UN representative for India and Pakistan, speak on "Human Relations in the World and in the Community."

The self-inventory required a year's work by the Denver Commission on Human Relations, State Anti-Discrimination Division, Urban League, ADL, NCCJ, Adult Education Council, State Employment Service, Packing House Workers, Japanese-American Citizens League, and League of United Latin American Citizens. Dr. Warren Banner, National Urban League, served as consultant. The areas studied were education, employment, housing, public accommodations and social factors affecting democracy; with regard to Negroes, the Spanish-speaking, Japanese and Jews.

The 300-page report is available for $4. A brochure and Recommendations of the Workshop are free, on request to the CHR (Helen Burke, director), City-County Building, Denver, Col.

RADIO AND TV CODE SET IN CHICAGO The Chicago Commission on Human Relations added another feather to its cap this summer when the news directors of nine major radio and television stations agreed upon a common program to eliminate inflammatory statements in reporting racial or ethnic tensions and juvenile gang fights.

The purpose is to minimize the danger of attracting additional participants to the scene of outbreaks, while assuring that the basic news is reported. In brief, the points for guidance in handling such stories are: (1) Keep it brief. (2) Avoid superlatives or adjectives that might incite or enlarge conflict, or renew one which has been quelled. (3) Verify reports before filing advisory data with stations. (4) Write advisory data in calm, matter-of-fact form. (5) Judge minor stories as to news value the same way as any other routine stories.

A basic form was devised for early reports when there is a violence potential, which includes caution to editors and stations managers. Originated by Isaac Gershman, managing editor of the City News Bureau of Chicago, a press service owned by the city's major newspapers and serving the major stations, the project was turned over to CHR director Francis McPeek to secure further support from other stations in Chicago and the suburbs.

Interested agencies may write the Chicago CHR (54 West Hubbard St.), for fuller details.

EXECUTIVE LEAVES ST. LOUIS CHR JOB Donald Lowe, who for about a year had been executive secretary of the St. Louis Council on Human Relations, wrote in mid-September that he was resigning to become director of management and relocation for the St. Louis Housing and Land Clearance Authorities. He adds, "I expect to consider myself still as an intergroup worker, to keep in the middle of civil rights activities, to retain my NAIRO connections and, if possible, attend the Milwaukee convention."

He attributes the increased activity during his tenure to "many factors: One of the most vigorous city administrations we have had for many years; a most energetic Council; the five-year existence of the agency, during which time many of the troubles and resistant elements were overcome by the often maligned people who had the courage to go ahead; and certainly the steadily improving civil rights atmosphere has helped every agency in the country." He notes several current achievements and efforts: the "highly uneventful" integration of schools (CHR's Institute late in 1954 focussed on integration, involved 600 teachers); being "community coordinator" of the first integrated public housing project in Missouri; enlisting support for a public accommodations ordinance; seeking a non-discrimination clause in city contracts... May the momentum continue.

JOB OPENINGS Barring late developments, this is the picture: (1) In September, Roosevelt Dickey resigned as Frank Baldau's assistant at the Cleveland Community Relations Board, to enter business. There has been some delay in filling the job. (2) At last report Grand Rapids was still seeking a director of its new LP created in July. (3) We haven't heard that a successor to Donald Lowe has been found, in St. Louis. (4) No word comes that Dan Anthony of Newark has found an assistant (Ira Gissen went to the American Jewish Committee office in Chicago, early in 1955). (5) Nor any word that the St. Paul Council of Human Relations has filled Russ Myers' shoes. (6) New York is taking its time in setting up and manning the new Commission. (7) Joe Coles got a new field partner on the Detroit CRC last summer--but his name has plumb slipped our memory. That's all we have.

CALLING ALL COPS IN CINCINNATI For 10 years the Mayor's Friendly Relations Committee has variously worked with police. Since 1950 when Stanley Schrotel was made chief, top leadership has been represented at every workshop and institute available--Joe Lohmann's course in Chicago, the Southern Police Institute, NAIRO's Philadelphia conference in 1954, and the Michigan State-NCCJ sessions last May. During that time, MFRC's executive was invited to speak to every recruit class. But the big and exciting chance came last September, when he was offered a two-hour weekly spot in the in-service training. Each week, 15 to 25 men from every district get his uncensored ideas and observations on local intergroup relations. Because he starts by noting that "Police are a minority, too," their guard drops, they listen, think aloud, get out their beefs, listen some more, and see where Cincinnati's LPS fits and aids them. All this is attested by the unsigned critiques they write at the week's end, and other comments to the training chief. The proportion that join in discussion is another evidence. By springtime, every patrolman will have had this experience. The speaker is trying to keep weekly notes on this rare, if not unique, practitioner's opportunity.

Mr. C. H. Parrish,
University of Louisville,
Louisville 8,
KENTUCKY.

December 7th, 1955.

Dear C. H.,

Thanks for good news of NAIRO.

I meant not to be as positive as I was in the judgment on the matter of the expense account. It was a hard decision, and hard cases make bad rules! Do what is wise, but that one I thought ought on balance to fall the other way. We all know that you spend all sorts of time and effort on our behalf, and are grateful for it.

Sincerely yours,

(Dr. George S. Mitchell,
Executive Director.)

GSM:rl.

UNIVERSITY OF LOUISVILLE
LOUISVILLE 8, KENTUCKY

COLLEGE OF ARTS AND SCIENCES
DEPARTMENT OF SOCIOLOGY

December 5, 1955

Dr. George S. Mitchell
Southern Regional Council
63 Auburn Ave. N. E.
Atlanta 3, Georgia

DEC 6 1955

Dear George,

NAIRO is becoming a full-fledged professional organization. I was impressed by the change in attitude which had occurred since my last contact in 1951. There seemed to be less dogmatism and more understanding. Here were people who had learned from their experiences to develop techniques appropriate to the wide variety of situations encountered.

Fred added greatly to the stature of SRC; the standing ovation he received at the end of his talk was well deserved. More than ever I am convinced that a close relationship between SRC and the other organizations that comprise NAIRO is highly desirable.

In keeping with your pointed suggestion, Fred, John and I "spent hours not minutes" in planning the training program. Bob Johnson joined us on one occasion and agreed to prepare a memo to be circularized among the consultants prior to an early January meeting. Fred is to prepare a letter to state groups on the board institutes. My immediate job is a rough draft of a letter to go out, over your signature, asking certain designated persons to become consultants. Later, I will attempt an analysis of the materials we collected last summer on board composition and program evaluation.

No doubt you are right in your judgment that added expense entailed at home because of my absence on SRC business should not be included in my expense account. I can see some difficulty in justifying such an item. In extenuation of this seeming irregularity I should like to point out that I have not been able to limit my work with SRC to the periods that I am out of the state on official missions. Scarcely a day passes that I do not devote an hour or two of work on our program.

I would hope to spend a day in the Atlanta office before the holidays, possibly December 16-17.

Cordially,

OH

NAIRO RESOLUTION

"The National Association of Intergroup Relations Officials at its 9th Annual Conference in Milwaukee on December 2, 1955, hails the progress which has been made in a significant number of states and communities in implementing the decisions of the U.S. Supreme Court declaring segregation in public schools unconstitutional.

"Such progress indicates that where State and local authorities have stood firm in their decision to obey the law and the Constitution, desegregation has taken place successfully. NAIRO also applauds those local organizations and private citizens who have loyally supported their school and governmental authorities in these localities.

"The Association calls upon the religious, civic and governmental bodies immediately to institute similar action in those states which have not as yet complied with the supreme law of the land.

"NAIRO condemns the threats, intimidations and violence by groups who are attempting to stifle the voices of those who are seeking to obtain compliance with the Constitution of the United States. It urges the Federal Government to use its full powers to halt efforts to prevent fulfillment of the Constitutional Command.

"Particularly reprehensible are attempts by certain state government leaders, organizations like the 'white' citizens councils, and the recent efforts of a national newspaper chain to smear responsible, widely respected organizations like the Southern Regional Council, NAACP, and the Fund for the Republic which have supported lawful and orderly methods for bringing about the desegregation of the public schools.

"NAIRO expresses its full confidence that the overwhelming majority of the American people in all sections of the country favor swift compliance with the Supreme Court decision to the end that, not only will our public schools be desegregated but also that the resultant integration will produce ever greater cooperation and understanding among all Americans."

PRESIDENT
MARGARET GARRITY
President's Committee on Government Contracts
Chicago, Illinois

PRESIDENT-ELECT
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

VICE-PRESIDENTS
GEORGE CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania
WILLIAM GREMLEY
Commission on Human Relations
Kansas City, Missouri

SECRETARY
JESSAMINE MERRILL
Council on Human Relations
Trenton, New Jersey

TREASURER
BURTON I. GORDIN
Commission on Human Relations
Philadelphia, Pennsylvania

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New York, New York
*WADE MACKIE
American Friends Service Committee
Baton Rouge, Louisiana
MILDRED MAHONEY
Massachusetts Commission Against Discrimination
Boston, Massachusetts
JOSEPH MONSERRAT
Migration Division, Commonwealth of Puerto Rico Labor Department
New York, New York
*A. ABBOTT ROSEN
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Washington, D.C.
**NAIRO Regional Chairmen*

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

yes PR

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

RECEIVED AUG 10 1959

27 July 1959

M-E-M-O-R-A-N-D-U-M for H-E-L-P

TO: Members of NAIRO

FROM: Marshall Bragdon
Chairman
Resolutions Committee

Most of you are familiar with the method by which Sam Spiegler canvassed all members in September, 1958, for an input of ideas for a 'Statement of Concern' to be discussed and adopted at the NAIRO Conference last November. Copies of the final form adopted at Pittsburgh went to all members. You may well review it before responding to this Memo, which seeks the same kind of ideas, up-dated.

A broad formulation of intergroup workers' concerns and commentaries is sought, rather than separate resolutions on specific issues.

This year the Board requested me to involve all members at two stages of contribution, not one, before the conference. I now invite your written suggestions, as Sam did - - but next, in September, a draft embodying these ideas will be sent to all members for their quick reactions, before a revision is presented to the 1959 Conference in Puerto Rico, in mid-October. This offers everyone more 'say' in content and critique.

Therefore please send me--and as soon as possible--your views of the principal concerns in the intergroup field; the new trends which we should alertly analyze; overlooked needs; challenges to modernize our programs; opportunities for collaboration with other institutions and fields; cues for self-analysis and division of labor among different agencies; communication needs at all levels; and so on, etcetera...

Please give this your best thought, and get something on paper in whatever form you prefer--letter, outline, extended memo, etc. Send it to me at 105 City Hall, Cincinnati 2, Ohio, as early as possible. Your response will help NAIRO to speak with a clear strong voice.

fib

AN U*R*G*E*N*T REQUEST FROM THE NAIRO RESOLUTIONS COMMITTEE

TO: Members of NAIRO

FROM: Joseph P. Robison, Chairman
NAIRO Resolutions Committee

For the last two years, the Chairmen of the Resolutions Committee (Sam Spiegler and Marshall Bragdon, in the order named) have canvassed the members of NAIRO in advance of the Annual Conference for their suggestions as to what should be included in the "Statement of Concerns."

Being a slave to tradition, I am repeating this request with the urgent prayer that you will take an hour or two from your drab routine to put on record what you believe to be the special aspects of 1960 on which NAIRO should pronounce judgment.

I am writing this early in order to get your suggestions before you go away on your summer vacation. If we are to have a Preliminary Draft of the "Statement of Concern" for circulation well in advance of the Conference (November 15-18), it will have to be drafted during the summer and mailed to you in September.

This will not be possible unless your comments come in soon. Your reply should be sent to:

Joseph B. Robison
American Jewish Congress
15 East 84th Street
New York 28, New York

My best wishes to you for a pleasant summer vacation -- AFTER you reply to this request!

fib

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

PRESIDENT
ARNOLD ARONSON

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

21 April 1958

NAIRO RESOURCES AND PLANNING COMMITTEE

Dear Member:

You will remember that the major item on our agenda for the May 1st meeting is to be the purpose, role, and function of the Committee. To this end, each of us was asked to prepare a statement of our ideas on this subject; these were then to be distributed by mail.

I am enclosing the statements submitted by Herm Long, Marsh Bragdon, Fred Routh, Charlie Livermore, and myself.

I know that the others are planning to send in statements, and we will try to get these to you in advance of our meeting.

We meet, as you know, at 10 a.m. on Thursday, May 1, at the Building for Brotherhood, 43 West 57th Street. I look forward to seeing you then.

Cordially,

Lou

LOUIS A. RADELET JL
Chairman, Resources and
Planning Committee

fib
Enclosures

Resources and Planning Committee: Statement by Louis A. Radelet

TO: NAIRO Resources and Planning Committee
FROM: Lou Radelet

My ideas regarding the purpose of this Committee parallel those of Herman Long to a very considerable extent. Therefore, I am grateful that I've had the opportunity to read what Herman has to say before attempting a statement of my own.

To me this is the "long look and big idea" committee of NAIRO - with no policy or direction - setting power of its own, except as its recommendations may ultimately persuade the board to act, one way or another. This committee should see NAIRO as an instrument toward a purpose. What are the main issues or problem - areas in intergroup relations, foreseeable in the next year, the next five to ten years? What responsibility should NAIRO undertake with respect to these projected issues or problem-areas, in keeping with basic NAIRO purposes, methods and constituency? What resources, financial and otherwise, will NAIRO need to meet such responsibility? What steps can and should we take now toward securing such resources?

These are examples of the kind of fundamental questions to which I believe this committee should address itself. There is, I fully realize, no more difficult job than this kind of projective thinking. Yet we need no reminder of its transcending importance.

Best wishes.

Resources and Planning Committee: Letter from Herman Long

Dear Lou:

I appreciate the resume which you sent of the meeting of the Resources and Planning Committee held in Philadelphia. It gives evidence of a thoughtful and productive session and I regret that I could not be present to share in it.

The discussion on function of this committee is a very healthy sign, for it indicates that we are beginning to mark out the bounds of our authority and sharpen the role we can play effectively within this terrain.

I consider the two main lines of our function as a committee to be planning and policy. Although the former issues will easily and naturally arise in matters relating to the expansion and development of NAIRO -- as they already have -- they are not altogether unrelated to questions of policy. And then, on the other hand, there are matters of policy which may and do arise which have little to do with the detailed items of planning, such as membership, finance and special projects. These are equally important, and they relate to the question of how can NAIRO, as a professional organization, express its view and commitment on basic questions of intergroup relations which influence public opinion and public policy. At this point, I would say, we would be attempting to give a life and vitality to NAIRO which extends beyond the limited preoccupation with matters that are primarily "professional" and "organizational."

We do not and cannot, of course, become the policy-makers for NAIRO. But I do believe that one of our most important functions and roles is that of an adjunct policy body, both where organizational policy is concerned and public policy affecting the general field of our work and interest. We can initiate policy considerations; we can define and clarify; and we can recommend to the Board and NAIRO matters which reflect our commitment.

Like many organizations, we do not get at the major and bothersome policy questions in the process of our Board meetings and the annual conference discussions. We are constantly under the pressure of making the essential decisions about the details which keep us going as an organization. But a Resource and Planning body can get at these questions. It can aid the Board, stimulate it, challenge it, and get some of the things crystallized which it can never get around to considering.

Charlie Livermore is right, I think, in saying that we will need some two-day sessions to do this--perhaps at least two a year. And it could be stimulating and enjoyable for all of us. I do not believe we have the authority to issue public statements, unless the Board grants the committee that authority. But we can prepare the kind of statements which we would urge the Board and NAIRO to issue.

I think now of the tremendous void which exists in the functioning of the President's new commission on civil rights. Could we not help shape the direction in which this important public body should function by bringing to its attention the type situations involving voting rights which we believe are important to be investigated?

Well, I suppose I have said enough--or better, as much as I have to say. Although I am no longer on the Board, I will try to get to the May 1st meeting of the Resources and Planning Committee.

Thanks for your leadership, and best of wishes.

Resources and Planning Committee: Statement by F. B. Routh

ROLE AND RESPONSIBILITY OF NAIRO'S RESOURCES AND PLANNING COMMITTEE

The Resources and Planning Committee is a creature of the Board of Directors; it is responsible to the Board. Its function is to assess long-term trends in the field of intergroup relations and the professional needs of intergroup relations officials; to recommend to the Board, on the basis of its findings, such actions as will make NAIRO a more effective and well-respected professional association.

In pursuit of these goals it shall carry out such assignments as the Board may direct and carry on such other activities as may be necessary in the fulfillment of its obligations.

Resources and Planning Committee: Letter from Marshall Bragdon

Dear Lou:

I'll set down now some thoughts about the Resources & Planning Committee, despite my uninspired state, rather than waiting for a brainstorm.

First, I think that R&P should not low-rate its accomplishments: setting up the Internship Program; getting the NAIRO secretariat launched; reviewing the setup of Departments, Commissions and Committees through Burt Gordin's subcommittee; etc. After a few years of fumbling it is making substantial contributions to NAIRO.

Next, it seems to me that we should not discard the kernel idea of Chuck Livermore's plea that we make fuller use of the NAIRO leadership group (p. 2 of Minutes of R&P's Feb. 14 meeting). There was perhaps sufficient reason for the majority of those present to reject the proposal of 2-day quarterly meetings, reports designed to secure national publicity, etc. In that form the Board's role may have been challenged. But are we sure that some way may not be devised to utilize our (partly) "unused resource"? The Board has a lot of business; it is also in the business of giving more people the NAIRO, or overall, view of intergroup work. The Board and NAIRO both benefit if we can devise a challenging and continuing collateral function for veterans of NAIRO's first decade, who may be invaluable in "thinking out" the route of its second 10 years. Surely a division or sharing of this responsibility between these vets and the current Board can be worked out. I know one ex-President who is busier every year in his own job--yet he tries to respond, with his best thought, to any NAIRO call for counsel. Others, I'm sure, feel that way. And together their potential is an unique resource. How to put it to work specifically, however, is of course the design problem before us now.

Though this typist is still uninspired, he'll try to whack at this question a little further...If R&P's potential includes evaluative and planning elements, let's list some possible parts of NAIRO's total activity where experienced heads may lend extra help: (1) In the launching of a new Commission on Interreligious Relations, a tentative written plan of its aims, organization and procedures could be circulated by mail among R&P members. This, I believe, would elicit some cogent suggestions which might avoid certain childhood diseases of the new body. Why not try it? (2) A new venture like the Resolutions Committee (new in the sense that it has yet to implement an idea now three years old) could also utilize R&P, if Sam Spiegler wanted to try some ideas-in-draft or procedural proposals on R&P members. (3) I suspect that analysis of the minutes of almost any Board meeting would turn up one or two policy discussions of some importance which did not carry the question at hand quite to the point of sound consensus and decision. Such items might be informally circularized among R&P members. Any final decision would be the Board's, but between meetings this process might tap some additional insights. (4) On a proposed program element like the scheduled bi-monthly issue of Commission Reports, R&P could properly help to evaluate its working. (5) Certainly R&P has a role in working at difficult but attractive proposals like the idea of a clearinghouse, or the how-to-do-it of formalizing "services to agencies" as a source of new income. (It just happens that this member doesn't have anything bright to say about either item right now. Can't be red hot all the time...)

In several of the examples above, mail communication is assumed to be a feasible thing. It should of course be supplemented by adequate meeting time at the annual conferences, plus two or more meetings in between, at the most convenient place (New York presumably). Finally, I think that R&P can function more and more fruitfully because most of its members like nothing better than to get together and talk their heads off; some of their talk makes very good sense; more than a few have been known to answer letters (!) in NAIRO's service--and with a bit of planning the result can be increasingly valuable.

Resources and Planning Committee: Letter from Charles Livermore

Dear Mr. Radelet:

It seems to me, when I review the things to which the Resources and Planning Committee was supposed to direct its attention, that we missed the target by several thousand miles.

I gather that we are specifically trying to raise $15,000 by 1958. There is a relationship between this and the concern which I expressed in connection with my motion which was defeated. It seems to me that, until NAIRO develops some function as a spokesman for the professional worker, its function will remain somewhat nebulous except as a conference giver and a structure maker for the field. It seems to me that professional people in the field can give some personality and substance to intergroup relations, if we can be discreet enough to avoid a social action role on the one hand, or mere philosophizing on the other. It seems to me that NAIRO should try to be more itself as an organization with personality and role and that we should not become a renderer of services except in very discreet areas.

Returning to the problem of finances: It would seem to me that we ought to try to engage the services of a professional fund raiser. This may appear to be passing the buck, but it seems to me that unless John personally will take this job, we have to find some other outside force to get it in motion. I doubt if our committee will raise anything unless it gets this kind of assistance. Unless this happens, it seems to me that very likely we will slip back into the same set up we had before the internship program came along.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

PURPOSE

The National Association of Intergroup Relations Officials (NAIRO) was established in 1947 as an organization of individuals concerned with advancing intergroup relations knowledge and skills, improving the standards of intergroup relations practice, and furthering the understanding and acceptance of the goals and principles of intergroup relations work.

To carry out these purposes, NAIRO seeks to further:

- EXCHANGE OF EXPERIENCE AND KNOWLEDGE among individuals and agencies concerned with racial, religious, ethnic, and cultural relationships.

- STUDY, ANALYSIS, AND CONDUCT OF RESEARCH on problems and developments affecting intergroup relations.

- COLLECTION, COMPILATION, AND DISSEMINATION of information and ideas regarding programs, methods and techniques.

- ADVANCEMENT OF THE SCIENCE, PROCESSES, AND ART of intergroup relations, and improvement of the standards of work in the field.

MEMBERSHIP

Membership in NAIRO is open to any individual subscribing to its basic purposes. There are two classes of membership, ACTIVE and ASSOCIATE, and dues are $15 per year.

- ACTIVE or voting membership is open to any individual primarily engaged in intergroup relations: in a professional staff capacity, as a recognized authority or as a member of the governing body of an agency in this field.

- ASSOCIATE or non-voting membership — open to all others — carries with it all privileges of participation and services, except the right to vote or hold office.

ORGANIZATION

NAIRO's program is carried out through its:

- ANNUAL CONFERENCE. NAIRO members meet annually to exchange ideas, formulate policy, develop program, and elect officers. The 1958 Conference will be held in Pittsburgh.

- BOARD OF DIRECTORS. Elected by the membership at the annual meeting, the Board of Directors governs the Association, determining policy between the yearly sessions.

- COMMISSIONS. Six Commissions, organized around areas of common interest in intergroup relations, discuss and study basic professional considerations underlying major issues in education, housing and family life, manpower utilization, other civil rights, interreligious relations. Any member may participate in the activities of the commission of his choice.

- DEPARTMENTS. NAIRO's Departments seek to aid professionals in their work through the exchange of information on developments, techniques, and approaches in similar types of agencies, i.e., muncipal, local private, state public, national private, and federal services. All NAIRO members automatically become affiliated with a department according to their agency identification.

- LOCAL NAIRO GROUPS. In cities or areas where there are a number of NAIRO members, local NAIRO groups have been organized to promote regular discussion of matters of common concern to intergroup relations workers.

- STANDING COMMITTEES. Organizational development and program are guided by various appointive committees of the membership, including those dealing with such substantive topics as professional standards, educational and professional training, and interprofessional relations.

- NATIONAL OFFICE. NAIRO maintains a central headquarters office in New York City to serve its members, committees, and conferences. Its Executive Secretary travels extensively around the country, meeting with NAIRO members and local groups.

ACTIVITIES

Activities and publications of NAIRO are designed to advance its purposes and serve its members.

- PROFESSIONAL TRAINING PROGRAM. Six foundations cooperate in a NAIRO-initiated program of on-the-job training for professional recruits to the field of intergroup relations. Sixteen young people were trained in agencies across the nation during the first year of operation.
- PERSONNEL REGISTRY. Available without charge to members seeking employment, and to intergroup relations agencies seeking personnel, this service regularly publicizes job openings among those who have requested listing.
- SPECIAL MEETINGS. In recent years, NAIRO has sponsored several special conferences, two on research in intergroup relations and one on policy-community relations. As the need arises, others will be arranged.

PUBLICATIONS

- **NAIRO REPORTER,** a bulletin of events and trends in intergroup relations. Published monthly except August and September. Free to members; non-members, $3.00 per year.
- **JOURNAL OF INTERGROUP RELATIONS,** comprising the substantive study reports of the six NAIRO Commissions. Published bimonthly. Free to members; non-members, $6.00 per year.
- **NAIRO NEWSLETTER,** a monthly review of NAIRO activities and membership news.

NAIRO

152 WEST 42nd ST. (ROOM 1508)
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To: NAIRO, 152 West 42nd Street (Room 1508), New York 36, New York

Please enroll as:

☐ Active member at $15.00 per year

☐ Associate member at $15.00 per year

☐ Contribution in the amount of $_____ (All contributions to NAIRO are tax deductible)

☐ Check enclosed

☐ Please bill

Name: _____

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Agency: _____

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(Tear off this Application Blank here)

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HCF

fyi

I M P O R T A N T

22 January 1958

TO: NAIRO Interns and Supervisors

FROM: John V.P. Lassoe, Jr.

SUBJECT: Internship Seminar

It will not be possible to hold the NAIRO Internship Seminar during March, and you will no longer need to reserve the tentative dates, March 1-14, about which I wrote you earlier this month.

Some of the interns and supervisors found March to be a very inconvenient month. In addition, the Educational and Professional Training Committee (which NAIRO had designated as the Internship advisory group) felt that more time was needed for adequate preparation.

The religious holidays in late March and April will force postponement until at least April 14, with the strong likelihood that the Seminar will not take place until mid-May.

I will write again as soon as definite dates have been established. I would appreciate hearing from you about any commitments that would interfere with a late April or May session.

I hope that this postponement does not seriously affect your plans or schedule. I can assure you that the delay will mean an even better seminar.

fib

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February 19, 1958

Mr. John V. P. Lassoe, Jr.
Executive Secretary
N. A. I. R. O.
152 West 42nd Street, Room 1508
New York 36, New York

Dear John:

I regret that I did not get to the NCRAC evaluation meeting in Philadelphia. I am happy, however, to hear that you contemplate another march through Georgia. We will be happy to welcome you but I fear the Governor would regard it much in the same manner as he would another person, whose name cannot be mentioned, who once marched from Atlanta to the sea.

The best dates during the first two weeks in March or the third through the seventh (3 - 7). I shall be out of Atlanta the following week. I hope this doesn't complicate matters too much.

Y'all come. Warm regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR/mf

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Race Relations Department, A.M.A.
Fisk University
Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

7 February 1958

Dear Fred:

I understand that I may see you at the N C R A C meeting in Philadelphia. In case not, I think that I should warn you that I contemplate another march through Georgia. As you can see from the enclosed, top priority has to be given to our Miami intern, whom I have not met, but if Miami chooses dates that permit a visit to Atlanta at a time convenient for you, I would want to stop by for a day or so to catch up with Routh, Garrison and Company.

Will you let me know your best dates and worst dates during the first two weeks in March so that I can try to work out a southern tour that will upset the delicate human relations balance as little as possible. Or do you have enough local tension without another visit from me?

Missed you at the Board meeting. It was a wonderfully productive session, and I will report at length when I see you.

Best wishes.

Sincerely,

John

John V.P. Lassoe, Jr.

fib
Enclosure

Dr. Frederick B. Routh, Asst. Director
Southern Regional Council
63 Auburn Avenue, N.E. - Room 432
Atlanta 3, Georgia

347

7 February 1958

Dear Mr. Liebner:

Thank you for your letter confirming dates for my forthcoming trip to Miami. I find that I will be able to come any time during the first two weeks of March and I would appreciate it if you would choose the two day - three, if you think it advisable - that you would find most convenient. I will plan to visit Washington and Atlanta on the same trip - before or after Miami depending on the days that you choose.

I will be very happy to speak for you when I am in Miami and I invite you to schedule me as you see fit. I think that my best topics would be: (a) the Internship Program (if there is a group that might be interested in that), (b) a birdseye view of intergroup relations across the United States (based on my travels over the past six months), and (c) teenage intergroup relations in a changing neighborhood (drawing on my recent experience as youth activities coordinator for the Lower Eastside Neighborhood Associations here in New York). I am not sure that any of these are particularly exciting but I do not pretend to be "expert" about much else in the field of intergroup relations.

I will probably have to ask you the impossible - namely, to reserve a hotel room for my stay on whatever dates you choose for my visit and may I hear from you as soon as those dates are selected so that I may advise people in Atlanta and Washington.

Best wishes.

Sincerely,

John V.P. Lassoe, Jr.

fib

cc: Dr. Frederick Routh

Mr. Stanley Liebner
American Jewish Committee
1208 Congress Building
Miami 32, Florida

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EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

March 17, 1958

Dear Fred:

Since I did not have the opportunity to talk with you again before leaving your fair city, I thought that I might profitably incorporate in a letter some of my impressions of Machion and his reaction to the first months of the internship. This is based on my few talks with him and with others, and it suffers from just that fact - a brief and superficial exposure, at best.

It is my feeling - based more on impressions than on anything he said - that Machion is somewhat confused and perhaps a little unhappy over what he sees as the lack of a clearcut plan of training and schedule for the future. I am sure that he likes SRC and the staff but I am not sure that he knows his role and function.

He spoke quite frankly about his difficulties in writing, and he seems very grateful to John and you for your help and patience in this. He naturally likes this part of the training least - and enjoys meeting people at conferences most. But this must be obvious....

I think that his eagerness to please stems from many causes, and I follow your advice about not trying to be an amateur psychologist. I will say that I realized after talking to him that he suffers from job insecurity among other things; since he is not sure if he will be kept on the SRC staff, he asked me about post-internship placement elsewhere - in a manner that suggested that he was quite conscious of his limitations.

His personal dilemma of race is really quite acute. His sensitivity and consciousness of race is sometimes painful, on the one hand; he seems even more convinced that he wants to continue working in the South, on the other. And, in between, he seems to see the many problems that this poses.

Underlying or overlaying all this is the fact that he is extremely likeable (I must say that I had a grand time with him that evening, and I felt that he felt relaxed with me), more naive than misguided in some of his ideas on class and caste, and not without considerable personal human relations potential. But I fear that he is going to continue to need a good deal of your time, and John's, just to talk out some of the attitudes and

blokks that he seems to have.

I guess (20,000 words later) that my main impression boils down to a need for a little more direction, definition, and plan for Machion in the months to come. Given this security, he may be able to relax a little more, which would help him accept something of a frontal assault on a few of his naive attitudes (and this he will get, willy nilly, from the other interns at the Seminar). And this may do the trick....

not so very clever after all - the letter bounced right back! Boo to the----------

And I hope too that this was the sort of comment (insight?) that you wanted me to pass on to you. Wasn't I clever to dig up your home address in the A*T*L*A*N*T*A City Directory?

I really enjoyed my evening with you, too, friend. It was, as usual, fun being with you - and the cuisine improves each time if that is possible. Incidentally, I had an equally profitable and almost as pleasant time in Miami - including one brief but good talk with Bill Williams. (The DCCCR is applying for an internship half-grant, it being obvious that they cannot now raise the money to keep Stan Leibner on their staff after his internship. There are a few details (staff supervision, recipient for the grant - since DCCCR is not tax-exempt, training outline, etc.) that need to be clarified, but I would say that their chances are good.)

Best wishes for now. Will we see you in New York in May? Resources and Planning Committee meets on May 1; ?
Board, as you know, on May 2 & 3. And have you given any ?
thought to the possibility of lending yourself to the ?
Internship Seminar for a week?? ?

Sincerely,

John

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Board of Community Relations
Toledo, Ohio
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JOHN HOPE, II
Race Relations Department, A.M.A.
Fisk University
Nashville, Tennessee

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EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

1 April 1958

Dear Fred:

Lou Radelet asked me to write regarding the schedule for the meeting of the Resources and Planning Committee. An all-day meeting seems desirable, and Lou has called this for 10 a.m. on Thursday, May 1. With a pleasant break for lunch, it should end about 5 p.m. This will seem like a lot of meeting but it is a good time for this Committee to get started on its important work; a year from now, NAIRO's future will be at the crisis stage.

Best wishes, as always.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

Dr. Frederick B. Routh, Assistant Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.E., Room 432
Atlanta 3, Georgia

March 18, 1958

Mr. John V.P. Lassoe, Jr.
Executive Secretary
National Association of Intergroup Relations Officials
152 West 42nd Street, Room 1508
New York 36, N.Y.

Dear John:

Thank you for your letter of March 13th. I, too, regret that we missed each other before you left Atlanta for there were several things I wanted to discuss with you. However, there will be ample opportunity, I hope, when I am in New York for the NAIRO Board meeting -- May 2nd and 3rd.

I have discussed with Harold and Garry the question of tax exemption for our internship program which you raised in your letter. It is our reluctant decision that SRC should not apply for such exemption for the following reasons, which I ask you to treat confidentially:

1. We exist in an unfriendly political atmosphere and our actions are subject to careful scrutiny and, with the least excuse, there are those who would insist on another full review of our entire tax exempt status. Having spent six weeks in this procedure in the last eighteen months we are not anxious to go through the ordeal again.

2. In our publicity seeking an intern we referred to "salary" and not "grant". We have continued to use that language. Therefore, any investigation would uncover this unhappy factor and would further prejudice a request for tax exemption for the intern.

Continued . . .

3. The Jacksonville district office has refused a similar request from the Florida agency participating in the internship program. Florida is not a hard core area; Georgia is. Local opinion has a strong influence on district office decisions.

All best regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:fcl

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

OR REPLY TO:

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Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

March 13, 1958

Dr. Frederick T. Routh
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Fred:

I am sorry that I missed seeing you again, at least to say farewell. My Atlanta stay was certainly pleasant as well as profitable, and I thoroughly enjoyed both evenings there.

Had I seen you again (and had I remembered), I would have discussed with you the question of the tax exemption for Machion. Specifically, I think that you should apply to the District Director for a ruling as to whether or not his internship stipend constitutes a fellowship - and is, therefore, exempt from both income tax and social security. He could get a very profitable rebate on past salary withheld and could also collect more from you in the future.

The enclosed carbon might well be a model letter; it brought the right ruling, in any case! Incidentally, a similar ruling was issued in Cleveland and Chicago, although we are not yet mentioning any of these other rulings (for fear of upsetting their neat little applecart). The Jacksonville (FLa.) district office ruled against exemption, but this will be appealed. It seems that they dwelt on the word "intern" (medical interns are not exempt, and I would therefore avoid this word) and on the supposition that the grant aided the agency more than the intern. In that connection I would stress the primary value to the apprentice, and the fact that the program was developed for the benefit of the individual being trained, and play down any return (in work value) to the agency.

Although Mrs. Brisbane need not be mentioned by name, this ruling from your District Director would also apply to her. I discussed this with Grace Hamilton, and we agreed that - in view of the delicate financial arrangement at AUL - it would be better for Machion to attempt to establish the precedent.

Good luck to you (and Garry) in this.

Sincerely,

John

JOHN V.P. LASSOE, JR.

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Return to NAIRO ofc

September 24, 1957

District Director of Internal Revenue
100 McAllister Street
San Francisco, California

Attention: Review Section

Dear Sir:

The San Francisco Urban League is the receipient of a grant from two foundations totaling $5000 to undertake a special program of training of a young person who may be interested in eventually entering a professional career in the field of Intergroup relations. This internship or apprenticeship program is sponsored nationally by the National Association of Intergroup Relations and the Urban League is one of several organizations selected to provide the training.

The grant from the foundation is to be used specifically to provide a stipend for the apprentice selected by the agency and to cover travel costs and other necessary expenses of the training program. Two other organizations in San Francisco have been selected as training centers for apprentices.

We have been informed that training stipends of this kind (equivalent to a scholarship or fellowship) may be exempt from income and social security tax payments. The purpose of this letter, therefore, is to request an Internal Revenue Service ruling as to whether the stipend paid to our apprentice under the terms of the grant as described above are exempt from the payment of income and social security taxes.

We would very much appreciate a reply at your very earliest convenience.

Very truly yours,

Seaton W. Manning
Executive Secretary

SWM/jv

COPY

July 16, 1958

Mr. John Lassoe
Executive Secretary, NAIRO
152 West 42nd Street
Room 1508
New York 36, New York

Dear John:

Many thanks of your letter of June 26 with the check for $50.00. I have made it over to the Southern Regional Council, as we do with all honorariums.* Thanks also for your kind words about my participation in the evaluation sessions at the Seminar.

I have not yet had a chance to discuss with Machion the possibility of working with the Back-of-the-Yards Movement in Chicago. I have just returned to the office after additional field trips since I left on my vacation.

All good regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls

*Anglo-Saxon for honoraria

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EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

26 June 1958

Dear Fred:

The enclosed check is mighty small remuneration for your beautiful job as the leader of our evaluation sessions at the recent Seminar. I had never seen you in that role before; you are certainly talented, Dad!

We accept your excellent speech on "The South Today" as a contribution but we are no less grateful to you for arranging your schedule so as to be there for it. And you certainly gave the interns the information and insight that they wanted and needed.

Before he left, Machion told me about a possible opening with the Atlanta Housing Authority. I hope that he can get such a post - for reasons that we have discussed. It will also keep him in a "ready" spot should Saul Alinsky call him for a job with the Back-of-the-Yards Movement in Chicago. I assume that Machion discussed with you his promising conversation with Lester Hunt of that organization. I concur with Bob and you in the judgment that Machion is not yet ready for an intergroup relations post; much as I like him, I go one step further in wondering if he is really cut out for this field at all. I still seek the right opening for him in a Northern agency but I am not too confident that it will come along. Machion now agrees that he would work better and be happier outside the South, and this is an important step.

Many thanks again for your good contributions to a wonderful Seminar. Nothing happened during the second week to change my opinion that this was indeed a memorable event in NAIRO's history.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib
Enclosure

Dr. Frederick B. Routh
Assistant Director
Southern Regional Council
63 Auburn Avenue, N.E. - Room 432
Atlanta 3, Georgia

PERSONAL

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EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

25 JULY 1958

DEAR FRED:

THE ENCLOSED SHOULD GIVE YOU A PERFECT OPPORTUNITY TO SECURE MRS. HURLEY'S NAIRO MEMBERSHIP. WILL YOU APPROACH HER? I WOULD MYSELF BUT I HAVE NEVER MET HER.

BEST WISHES.

SINCERELY,

JOHN V.P. LASSOE, JR.

FIB

Did

MR. FREDERICK B. ROUTH
SOUTHERN REGIONAL COUNCIL
63 AUBURN AVENUE, N.E.
ATLANTA, GEORGIA

July 29, 1958

Mr. John Lassoe
Executive Secretary, NAIRO
152 West 42nd Street
Room 1508
New York 36, New York

Dear John:

I think you will be interested in the enclosed correspondence. Garry has been interviewed for a position with the Atlanta Housing Authority. In the event this does not work out, there is the possibility of employment with the Urban League somewhere up North where there is a shortage of housing secretaries. For these reasons we thought it was in Garry's best interest to give him a good background in the field of housing. We have the full cooperation of the Atlanta Urban League in this proposal.

All good regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls
Enclosures: c.c. of letter to Robert Thompson
memo to Harold Fleming

July 30, 1958

Mr. John Lassoe
Executive Secretary, NAIRO
152 West 42nd Street
Room 1508
New York 36, New York

Dear John:

I will follow through on the Ruby Hurley request you made.

In haste,

Your rebel buddy,

Frederick B. Routh
Assistant Director

FBR:ls

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
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DRAFT

Fred- I was asked to send this to Exec. Committee first. Is it okay? Silence is consent! John

PRESIDENT
ARNOLD ARONSON

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

October 13, 1958

NOTICE OF ANNUAL MEETING OF THE ASSOCIATION

TO: Members of the National Association of Intergroup Relations Officials, Inc.

FROM: Sidney Lawrence, Secretary

The Annual Meeting of the Association will be held on Wednesday morning, November 19, at 9:30 a.m. in the Penn-Sheraton Hotel, Pittsburgh, Pennsylvania. It will continue through Friday, November 21.

As required by the By-Laws of the Association (Article XVI), I submit to you the following proposed amendments to the By-Laws - including both the verbatim proposal and an explanation of its effect. Each of these will be voted upon at the Annual Meeting, a simple majority being sufficient for adoption.

A. Concerning Officers of the Association: Proposed by Paul Klein and Recommended to the membership by the Board of Directors.

- In Article VI, Section I, first sentence, place a period after the word "Secretary" and delete the rest of the sentence.

(The effect of this amendment would be to abolish the requirement that the six officers of the Association "shall be regular members of the Board at the time of their election to office, or shall have been regular members of the Board in the year immediately preceding their election to office." Under the proposed amendment, any member (in good standing) of the Association would be eligible for nomination and election to office.)

B. Concerning Regional Chairmen: Proposed by the Board of Directors and Recommended to the membership.

- In Article VII, Section I, sentence I, change "twenty-eight (28) members" to "thirty-two (32) members;" and in setence 3, change "four (4) Regional Chairmen

of the Association, from four separate geographic regions of the country" to "eight (8) Regional Chairmen of the Association, from eight separate geographic regions of the country."

(The effect of this amendment would be to permit the President to appoint eight regional chairmen from as many regions, instead of four. The maximum number of Directors would be increased from 28 to 32 to make this possible, since each regional chairman serves as ex officio member of the Board.)

C. Concerning Membership Categories: Proposed by George Culberson et al, and Recommended to the membership by the Board of Directors.

- In Article IV, Section I, sentence I, change "two classes" to "three classes", and add after subsection (b) the following subsection:

"c. Student: Any person enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations."

- In Article V, Section I, change "two classes" to "three classes", and insert as Section 4 (the present Section 4 becoming Section 5) the following:

"4. Each Student member shall be entitled to receive all regular informational services and to participate in conferences of the Association."

(The effect of this amendment would be to establish a special class of membership for bona fide students of intergroup relations. NOTE: Although the dues schedule is not part of the By-Laws, it is the intention of the Board of Directors to recommend - if this revision is adopted - that Student dues be set at five ($5) dollars per year.)

fib

September 30, 1958

Mr. John Lassoe
NAIRO
152 West 42nd Street, Room 1508
New York 35, New York

Dear John:

Just a brief note in great haste - the proposed ammendments to the by-laws look good to me.

Rushed,

Frederick B. Routh
Assistant Director

FBR:ls

October 15, 1958

Mr. John V.P. Lassoe, Jr., Exec. Sec'y.
National Association of Intergroup Relations Officials
152 West 42nd Street - Room 1508
New York 36, New York

Dear John:

Enclosed is a list of the State Agencies with the names of directors and chairmen. You will note that the names of the Georgia and Texas groups have been changed since your last list was compiled.

West Virginia and Oklahoma do not have agencies such as the ones listed here.

With all best wishes.

Sincerely,

John Constable
Director of Information

JC/bcc
Enclosure

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Fisk University
Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

October 13, 1958

Dear John:

Could I beg a boon? a frantic favor?

We are at last going to press with our Directory of Intergroup Relations Agencies With Paid Staff. Information has been gathered slowly over many months, and I fear that some of it may be deadly stale. These, for example are the "State Private" listings for Southern states; how many are inaccurate?

ALABAMA

Birmingham

ALABAMA COUNCIL ON HUMAN RELATIONS (1920)
Room 1218, Comer Building
Birmingham 3, Alabama

Professional Personnel: 1 Rev. Robert E. Hughes, Exec. Dir.

ARKANSAS

ARKANSAS COUNCIL ON HUMAN RELATIONS (1954)
1220 West Capitol
Little Rock, Arkansas

Professional Personnel: 1 Rev. Nat R. Griswold, Exec. Dir.

FLORIDA

FLORIDA COUNCIL ON HUMAN RELATIONS (1955)
213 N.E. 2nd Avenue
Miami 32, Florida

Professional Personnel: 2 Rev. Wm. K. Williams, Exec. Dir.

GEORGIA

GEORGIA ~~COMMITTEE ON INTERRACIAL COOPERATION~~ COUNCIL OF HUMAN RELATIONS
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Professional Personnel: 1 ~~Guy H. Wells,~~ Exec. Secretary

KENTUCKY

KENTUCKY COUNCIL ON HUMAN RELATIONS
Box 203
St. Matthews, Kentucky

Professional Personnel: 1 Dr. Hugh A. Brimm, Exec. Dir.

KENTUCKY COUNCIL ON HUMAN RELATIONS
208 West Main Street
Frankfort, Kentucky

Professional Personnel: 1 Galen A. Martin, Exec. Dir.

LOUISIANA

LOUISIANA COUNCIL ON HUMAN RELATIONS
303 Board of Trade Annex Building
New Orleans 12, Louisiana

Milton Conrad Vigo, Exec. Dir.

MISSISSIPPI

MISSISSIPPI COUNCIL ON HUMAN RELATIONS
1104 Lynch Street
Jackson 3, Mississippi

Mrs. Ruby S. Lyells, Exec. Dir.

NORTH CAROLINA

NORTH CAROLINA COUNCIL ON HUMAN RELATIONS (1954)
121 East 3rd Street, Room 209
Charlotte 2, N.C.

Professional Personnel: 1 Harry S. Jones, Exec. Sec'y

SOUTH CAROLINA

SOUTH CAROLINA COUNCIL ON HUMAN RELATIONS
1508 Lady Street
Columbia, S.C.

Mrs. Alice N. Spearman, Exec. Dir.

TENNESSEE

TENNESSEE COUNCIL ON HUMAN RELATIONS
2005 Grand Avenue
Nashville, Tennessee

Who is staff person?

TEXAS

(more)

TEXAS COMMISSION ON RACE RELATIONS
309 West 21st Street
Austin, Texas

Rev. Edwin G. Kloppe, Exec. Dir.

VIRGINIA

VIRGINIA COUNCIL ON HUMAN RELATIONS (1955)
1409 Chowan Road
Richmond 26, Virginia

Professional Personnel: 1 Paul Rilling, Exec. Dir.

* * * *

We have no listings for West Virginia, Oklahoma, Texas (other than the above-mentioned Commission).....at least not in the "State Private" category. Should we?

I shall be very grateful for you check of this list. You can even scrawl your notes on this letter itself and return it. But we are anxious to have the latest information possible.

Many, many thanks - and best wishes to all, as always.

Sincerely,

John

JOHN V.P. LASSOE, JR.

John Constable
Director of Information
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

October 22, 1958

Mr. John V. P. Lassoe, Jr.
N. A. I. R. O.
152 West 43nd Street
Room 1508
New York 36, New York

Dear John:

I surrender.

Best regards.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1 (Check #4771, $15.00 - for
NAIRO Membership Dues)

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63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

I have been meaning for some time to write to you personally about membership in NAIRO. Happily, our annual pre-Conference membership drive gives me a perfect opportunity to urge you to join our ranks. I do feel that you should be part of NAIRO, and I hope that you will want to apply for membership.

Membership advantages are set forth in detail in the enclosed brochure, which I hope you will scan. I can add little to it, except perhaps to underscore the importance of participation in a new profession's efforts to raise its standards and improve its performance - to the benefit of the broad goals that we all share. Basically, NAIRO's services and activities, while always valuable to us in our everyday work, are oriented to this long-range and continuing professional growth.

If you should join at this time, you will take advantage of an annual courtesy period for new members - fifteen months membership at the dues rate for twelve. This means simply that your dues will be paid through 1959 (all NAIRO memberships expire automatically on the last day of each calendar year).

I am well aware that Fred has been after you for some time, but it occurred to me that you might welcome a written invitation, especially since this is the time for a bargain affiliation.

Best wishes.

Sincerely,

John

JOHN V. P. LASSOE, JR.
Executive Secretary

mn
Enc.
P.S.

347

September 30, 1958

Mr. Harold Fleming,

P.S.—Incidentally, whether you decide to join NAIRO or not, I hope that you will be able to attend our Annual Conference - in Pittsburgh this year, on November 19, 20, 21. This promises to be among the largest and best of our meetinhs (it will be our twelfth), and offers the usual welcome opportunity to meet or re-meet your co-workers.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

OR REPLY TO:

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ARNOLD ARONSON
N.C.R.A.C.
New York, New York

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MARGARET GARRITY
President's Committee on Government Contracts
Chicago, Illinois

VICE-PRESIDENTS
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Southern Regional Council
Atlanta, Georgia

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Kansas City, Missouri

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Fisk University
Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

6 November 1958

Dear Fred:

I know that Arnie has discussed with you the nature of the sessions at which you and Charlie are to speak on Wednesday, November 19. I thought that I should also send you the enclosed questions developed by Arnie and Sam Spiegler for the guidance of those participating in the concurrent Commission sessions following your luncheon presentation. I hope that they do not contradict your original understanding of the assignment.

Would you also be kind enough to send a biographical sketch and, if you have such, a glossy photograph to the Conference Publicity Chairman, Alexander J. Allen, Urban League of Pittsburgh, 200 Ross Street, Pittsburgh 19, Pennsylvania.

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

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Enclosures

Dr. Frederick B. Routh
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

P.S. If you plan to write out your remarks in advance, would you please send a copy to Joe Allen as soon as it is available. Joe is handling Conference publicity and would like to have major speeches available for the press in advance of the session.

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PRESIDENT
ARNOLD ARONSON

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

Bulletin Board
Arnold

November 1958

TO: ALL CONFERENCE SPEAKERS, DISCUSSANTS, SESSION CHAIRMEN, ETC.

FROM: John Lassoe

SUBJECT: YOU!!

Alexander J. Allen, Publicity Chairman for our forthcoming Conference, needs biographical data on all members scheduled to appear on the program in Pittsburgh.

Unleashing more pride than modesty, please fill out and return the simple form below. If you have an up-to-date mimeographed or printed biographical sketch, send that along, too. Many thanks - and be garrulous in reply.

NAME:

POSITION:

AGENCY:

CITY: STATE:

- - - -

BRIEF STATEMENT OF YOUR DUTIES OR SPECIALIZATION (IF NOT OBVIOUS FROM TITLE):

WHICH OF YOUR PROFESSIONAL ACTIVITIES OR DUTIES (PAST YEAR OR SO) MIGHT BE OF INTEREST TO A NEWS-HUNGRY PRESS? (Be immodest if necessary, please.)

Conference Publicity Memo - 2

PREVIOUS EMPLOYMENT (TITLE AND ORGANIZATION):

ANY EXTRACURRICULAR HONORS, POSITIONS OF LEADERSHIP, ACTIVITIES OF INTEREST?

EDUCATION (Degrees and Institutions)

ANY PUBLISHED WORKS (Books - any year; articles - 1958)?

MARRIED?

CHILDREN (no., if any)

BIRTHPLACE (the Hometown slant):

ADDITIONAL DATA THAT MIGHT HELP OUR PUBLICITY CHAIRMAN (Abandon last vestige of reticence here!)

Please Mail To: ALEXANDER J. ALLEN, Pittsburgh Urban League, 200 Ross Street, Pittsburgh 19, Pennsylvania

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

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NEW YORK 36, NEW YORK
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PRESIDENT
ARNOLD ARONSON

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

8 December 1958

TO: All NAIRO Members

FROM: John V.P. Lassoe, Jr.
Executive Secretary

SUBJECT: NAIRO Statement on Civil Rights

I am enclosing a copy of the Statement on Civil Rights adopted at our Conference in Pittsburgh two weeks ago. It is a forthright statement, and a good one, and the Board of Directors is anxious that it receive maximum publicity and attention.

Please bring it to the attention of your local press, your Board and membership, other intergroup relations agencies, and interested community groups. You may want to reproduce it - in whole or in part - for use in your community; it might provide interesting material for discussion at one of your meetings.

We have a few extra copies available at this office but, if you need any substantial quantity, we shall have to ask you to reproduce it independently -- for which you have NAIRO's permission.

Needless to say, we would be grateful for your comments, copies of any publicity on the statement, and reports of any discussion of it. We want to pull all this together for a report in an early issue of the Newsletter.

* * * *

ITEM: NAIRO membership now totals 454, an all-time high. It would be wonderful to reach 500 by December 31st. Any candidates?

ITEM: The Annual Meeting ratified San Juan, Puerto Rico as the site of our 1959 Conference, and San Francisco as the site of the 1961 meeting. Bids are now sought for 1960. Is your city a possibility??? (That is not a typographical error; it is 1960 that is open....)

ITEM: Conference Proceedings are being prepared and will be mailed to all members on or about January 1. In the meantime, I am sorry to say, copies of the excellent speeches are not available.

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STATEMENT ON CIVIL RIGHTS
adopted by
TWELFTH ANNUAL CONFERENCE
of the
NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

November 21, 1958

Penn-Sheraton Hotel, Pittsburgh, Pa.

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Preamble

No greater challenge faces the contemporary world than that of perfecting the means whereby free men may live together in mutual acceptance with respect for differences. Indeed, this is the crucial challenge of our time; and it confronts with evermounting urgency every international body, every government, every community, every institution of our society. Upon our success in meeting that challenge may rest our best prospects for world peace, domestic tranquility and the common welfare of mankind.

Intergroup relations work is focused on that challenge. Its goal is a society in which men and groups can live comfortably and creatively together notwithstanding the differences among them. This is possible only where men are equally free - free to share equally in the opportunities of a free society, free to achieve social and political change, free to worship as they will, free to be different.

While there has been movement in this direction, it is distressingly evident in our own land that the world still is far from having succeeded in building such a society. Justifiably proud as we are to be the possessers of a Constitution guaranteeing equal rights and equal protections to all without regard to race, color, religion, or ethnic origin, and priding ourselves, as we justly may, upon being a nation of laws, we are yet faced with a grave challenge to those Constitutional guarantees and to the orderly processes of government that are designed to secure them equally to all our people.

> Meeting in twelfth annual conference, the National Association of Intergroup Relations Officials views this immediate challenge as the first and most urgent concern at this time to all who are committed to the improvement of intergroup relations. We are convinced that, so long as equality is denied to any citizen or group of citizens in any of the states of the Union, so long as the authority of our highest courts is flouted, so long will our efforts be impeded and the realization of our aims delayed. This statement accordingly is limited to these currently urgent concerns.

Emerging Support for Desegregation in South

It may well be that a turning point recently has been reached in the struggle for racial desegregation of the public schools. Some of the costs of "massive resistance" have made themselves felt. Public schools have been closed, imposing hardships upon white as well as Negro pupils. A comprehensive ruling by the United States

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Supreme Court has stricken every vestige of legality from all schemes and stratagems for evading its earlier desegregation ruling, whether now or in the future. The promises of some southern governors, attorneys general, and political leaders, that the mandate of the Supreme Court could be circumvented or countermanded by interposition of state authority have been shown to be empty. The growing wave of violence, unmistakably stemming from and given sanction by the defiance and evasion of law by public officials, has brought home the inevitable consequences of this course of action.

As a result, an articulate segment of public opinion in the South has begun to advocate compliance with the Supreme Court rulings.

A growing number of people not only recognize that they have been misled by their political officials, but realize also that, in standing aside from the controversy heretofore, they have defaulted on their duty and contributed by their silence to the creation of an intolerable situation. The monopoly upon public expression of views on desegregation, that has been held by the intransigent segregationists, is being challenged.

Desegregation is being debated in the South. The beginnings of a dynamic shift of public opinion are discernible.

> We believe this emergent sentiment must be channelled into constructive roles in the continuing conflict, through the wise and effective utilization in the period immediately ahead, by both government and private organizations, of the processes of law and the approaches and techniques of intergroup relations.
>
> This will be best achieved if the processes of law and the approaches of intergroup relations are conceived, not as alternatives, but as complementary.

Law and Education as Instruments of Social Change

Both law and education are instruments of social change. Law operates not only as an instrument of enforcement, but as a conditioner of conduct and of attitude. This is especially so in a democracy. Authoritarian governments may use laws as repressive devices, but in our system law is looked upon as an expression of the popular will, and government as the instrument of its effectuation. Most people, accordingly, abide by law as a matter of course. Law against discriminatory behavior thus inhibits as well as prohibits such behavior by the prejudiced, and even tends to reduce impulses to such behavior, while it supports and encourages the unprejudiced in the practice of equality.

The reverse is likewise true: law imposing discrimination, so general in our South, has sustained and nurtured prejudice. It is ironically notable, indeed, that many who have decried the use of law against discrimination on the ground that prejudice must first be overcome by moral suasion are among the most vigorous defenders of law to enforce discrimination.

The sanction of law, in brief, is a potent factor in the promotion of equality of opportunity, complementing and in turn complemented by positive educational and intergroup relations approaches.

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Nor are the sanctions of law exclusively punitive or coercive. Effective positive incentives to compliance may be provided, thus adding tangible rewards to the impact of the moral weight of law in fashioning conduct.

No law, however, is self-implementing, whether it be court ruling or legislative enactment. Law does not, of itself, effect change; it merely provides authority or mandate; it has to be used, otherwise it remains a dead letter.

Need for Effective National Executive Leadership

Recognition of the dynamics of these relationships is essential to the effective discharge of responsibility by leadership in a democracy. Such leadership is not effectively discharged solely by appeals to the hearts and consciences of men by exhorting them to change their attitudes, without at the same time utilizing law as a creative instrument in bringing about changes in conduct.

In the course of evolution of our government, the office of the President has come to be regarded as the source of national leadership, the repository of the conscience of the nation, the originator of major policies and directions for the realization of overarching national purposes.

> We look to the President, therefore, to assume more fully this leadership role using the great moral authority, prestige and influence of his office to interpret the Supreme Court ruling as just, to assert the duty of responsible citizens to comply and to make unmistakably plain the intent of the federal government to see that the ruling is implemented "with all deliberate speed."

We believe that with such executive leadership the growing movement of resistance can be stopped.

We feel that the Justice Department's intervention in litigations during the past several months, the altered tenor of the public statements made by the President, the activities of the Civil Rights Commission, the action of the President in ordering the Federal Bureau of Investigation to make its facilities fully available in the investigation of dynamitings, all afford ground for hope that the determined federal action so long needed will at last be pressed.

Protecting the Right to Vote

It is particularly urgent that such actions be taken to secure the full exercise of the franchise to all our citizens.

Political freedom in a democracy underlies all other freedoms. And nothing will more certainly alter the political climate in the South, the attitudes toward civil rights of elected officials from sheriff to governor, or the character of the southern representation in the Congress than an increase in Negro use of the ballot.

To a marked degree, law and education must be used in close concert in this connection. To make the ballot available to qualified Negro voters will require energetic and determined legal steps by both federal agencies and individual plaintiffs. To assure full use of the ballot by Negro voters will require extensive ef-

forts to overcome the inertia and apathy that are the inevitable product of long repression.

On the legal side, the Civil Rights Commission should press its already initiated investigation with vigor and expedition; it should initiate similar investigations in all parts of the country, holding and studying and analyzing voting laws in all states.

The Justice Department, through its Civil Rights Division should move swiftly and energetically to prevent interference with voting by intervening in suits challenging restrictive voting statutes on Constitutional grounds and with other appropriate steps.

Needed Federal Legislation

We believe further legislative action is necessary to clothe executive agencies of the federal government with authority to seek to compel compliance.

> The Justice Department should be empowered to initiate actions in federal courts against denials of any civil right, as it now has authority to initiate actions in cases of infringements of voting rights.

To permit the burden of litigation in support of a declared public policy to rest upon those denied the protection of that declared policy and economically least able to bear the costs of the litigation is both unjust and illogical.

We believe that federal intervention is desirable in investigating the lawless acts of violence against persons and property created by the climate of official defraud of law.

> Congress should provide explicitly for such investigation in cases of assaults by dynamite or other explosives against public buildings, houses of worship and residence.
>
> Congress should act to afford federal assistance, in the form of technical services, financial grants, and other aids, to those school districts prepared to move promptly toward compliance with the Supreme Court decision.

Such legislation to provide incentives to compliance would be consistent with the creative use of law as one of the instruments available to our society for moving in the direction of desirable economic, social and political conditions, and inhibiting or impeding movement in undesirable or destructive directions. In considerable part, the laws enacted by the Congress creating and defining the functions of many of the agencies of government in the fields of health, education, social welfare, business, labor, agriculture are such laws.

The Senate Filibuster

Standing as a barrier to the enactment of every proposed civil rights law is the Senate filibuster. So potent is this weapon that the mere threat of its use has been sufficient on many occasions to cause pending legislation to be put aside without action or to prevent bills being taken up at all.

> We believe, therefore, that it is imperative that the Senate at the opening of the 86th Congress assert its right as a new body to make its own rules and adopt procedures that will permit a majority to bring any questions to a vote after opportunity for full debate.

Opening Channels of Communication

Effective action to achieve equality in the South is hampered by a wide-spread attack on the right to express opposition to the official policy of segregation. A large number of states have adopted laws designed to cripple or destroy anti-segregation organizations by such methods as compelling disclosure of membership, prohibiting legitimate support of court actions to test unjust laws and imposing burdensome registration requirements. The investigative powers of Federal and State legislative committees have been used to harass proponents of integration. Economic power, even physical violence, are likewise a constant threat.

These factors make it difficult to meet one of the most pressing needs of the South, the establishment and maintenance of channels of communication among the many groups and elements favoring or prepared to accept compliance with the desegregation rulings of the Supreme Court. We are convinced that the many groups and individuals, whose silence has been due to their fear of isolating and exposing themselves should they speak out, constitute a large and potentially influential part of the white population of the South and that they need only be given the means of concerting their views and drawing a sense of security from each other, to become a major force for decency and racial justice.

This makes it all the more important for citizens and citizen groups throughout the nation to speak out against the effort to stifle anti-segregation protest. It must be recognized that this effort is aimed not only at maintaining racial inequality but also at denying the basic constitutional guarantees of freedom of speech, press, and association. The weapons that are being used today against those favoring compliance with the Supreme Court decisions can be used tomorrow against any unpopular group. All Americans have a direct stake in the defeat of this attack on our democratic institutions.

COMBINING LEGAL AND NON-LEGAL APPROACHES

Legal process and non-legal approaches are inseparable in effecting social change. The non-legal approaches are uniquely those of the intergroup relations field; it is of the utmost importance that they be utilized. They are available, in some measure, through voluntary organizations, which may be enlisted by government in coordinated approaches. We believe they should be more extensively employed directly by government, in conjunction with legal process.

The creation of staff positions for intergroup relations advisors at policy-making and administrative levels in city governments, state education departments, federal agencies such as the Bureau of Education, the Department of Justice, the Department of Labor, etc., would do much to infuse government with an approach that does not rest exclusively on the coercive sanction of law to obtain compliance, but rather recognizes the value of law as an instrument for moving people toward acceptable modes of behavior and toward more desirable attitudes.

Segregation has been outlawed. But to end it will require sustained efforts to use the conflict over its prohibition in constructive ways within the framework of the law.

Among the techniques that must be used in conjunction to achieve desegregation of public schools are such legal steps as prompt investigation by grand juries of incitement to unlawful resistance, with prompt indictment and trial of accused inciters; and the issuance of firm orders and unambiguous announcements of policy by the authorities. Other steps include the organization and coordination of voluntary groups supporting compliance; public statements by ministerial and religious bodies, sermons, declarations of support for the authorities by civic, labor, business and other organizations.

STATE ANTI-DISCRIMINATION LAWS

Segregation and other forms of discrimination are not limited to the South; they exist in many, if not all, of the large industrial centers of the entire nation. Wherever they exist they must be eliminated. However, while the sanctions of law are being misused in some southern states in unconstitutional attempts to perpetrate injustice, they are being used increasingly in some other states in other parts of the nation in support of Constitutional guarantees of equal rights and equal freedoms. Twenty states now have civil rights statutes of varying degrees of comprehensiveness, with administration and enforcement in the hands of official state agencies. In addition, a much larger number of ordinances are in effect in municipalities, many of which also have official agencies for their administration.

The enactment of such laws should be extended; existing laws should be strengthened, especially to give civil rights agencies power to initiate complaints, where such power is lacking; the work of agencies administering the laws should be enlarged; and the best skills and insights of intergroup relations should be employed in the creative utilization of the laws.

Discrimination in Housing

In the South, the issue of equality of opportunity is being fought out primarily in the context of the school desegregation struggle. Elsewhere, equality of access to available housing is the major key to problems of segregation and discrimination. Segregation by neighborhood is the inevitable breeder of every other form of segregation - in educational facilities, welfare services, public accommodations and community organization. Under the conditions that exist in virtually all our major urban centers, moreover, it is a means of perpetuating inequalities and contributing toward intergroup hostilities, antagonisms and resentment.

We regard it as essential that all our people have access to a completely open housing market. We believe that comprehensive and fully enforceable laws to this end should be enacted (where not already in effect) by all states and municipalities.

Federal Housing Policies and Practices

Many factors and influences combine to sustain our present segregated neighborhoods and communities: group prejudices in the majority population group, practices current in the housing industry and among real estate brokers and builders, policies and practices of governmental agencies and public officials. The Federal Housing Administration, although committed in principle to "equality of opportunity .... irrespective of race, color, creed or national origin," does not control the discriminatory practices of private builders or lenders.

Thus, indirectly and by default, federal policies have stimulated segregation by making insured financing available - through FHA, FNMA and VA - to private builders who build segregated housing.

Other agencies of the federal government are making funds available for the construction of public and redevelopment housing that is expressly set up on a segregated or discriminatory basis. State laws requiring segregation are accepted as binding despite court decisions plainly establishing their invalidity. Finally, the Race Relations Service of the Housing and Home Finance Agency has been steadily reduced in strength and power.

We would like to call attention to recent statements by the Administrator of the Federal Housing program indicating disagreement with the accepted national policy of nondiscrimination in the expenditure of Federal funds. These statements undermine the whole national policy, encourage segregationists, and lead to confusion among those looking to the Federal Government for leadership. It is especially critical because of the close relationship between discrimination in housing and all other forms of discrimination.

The time has come for this hodge-podge of conflicting policies and practices to be replaced by a single consistent definitive policy, firmly administered, that will make the federal housing programs the instruments not only of more adequate housing for all but of housing for an integrated democratic society.

Aside from standing in the way of the improvement of intergroup relations, housing segregation bears within it the seed of deterioration and decay of our cities. Our cities are being gradually emptied of economically more self-sufficient elements, which are moving to racially and sometimes religiously exclusive suburbs. The central urban areas, thus abandoned, may grow into great ghettoes. The new political leadership of the cities is likely to be relatively inexperienced. Already much retail business and some industry, not dependent upon a mass supply of relatively unskilled labor, are moving into the suburbs. Declines in municipal tax revenues are inevitable. In these circumstances, deterioration of public services of all sorts is almost certain.

Population mobility is a characteristic of a healthy modern society. It should not be impeded. But a radically new and more imaginative approach to housing is

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imperative to deal with it. Such an approach would eschew the multiplication of housing projects designed to accommodate particular economic levels; such projects encourage racial and ethnic segregation. Rather, a new conceptualization is needed of the kinds of integrated communities we wish to create; we should plan for communities, not merely for shelter. In such an approach is to be found the hope for solution of our housing segregation.

The wide extent and destructive effects of discrimination in housing have just been convincingly described in the report of the Commission on Race and Housing established by the Fund for the Republic. This report, "Where Shall We Live?" based on a three-year study, fully documents the existence of housing segregation and presents cogent recommendations for its elimination. We strongly endorse those recommendations and particularly call for prompt implementation of the suggestion that the President appoint a committee to see to the elimination of racial discrimination in all federal housing and urban renewal programs.

Civil Rights a National Problem

Civil Rights are, in every sense, a national and not a sectional problem. In the dynamic currents of population movements in our nation, the effects of disfranchisement, unequal treatment, oppression, and degradation in any section are carried throughout all parts of the country, as an infection is carried in the body by the bloodstreams.

Many of the heavy costs of racial discrimination are born inequitably by those sections of our country which are themselves most advanced in the assurance to all of equal opportunity.

Officials of northern states, who are in the forefront of leadership in behalf of civil rights, have tended to rely on local and state actions, while largely overlooking ways in which they might exert their influence upon national policy. They have failed also to perceive or to evaluate fully the grave implications for the economic and political future of their own cities and states inherent in the continued repressiveness and discrimination of parts of the South.

If the influence of the northern states were coordinated and thrown as vigorously into the struggle for federal action on civil rights as the influence of certain southern states has been mobilized in opposition, far-reaching changes might be effected.

The influence of the northern states, for example, might be directed toward securing more effective implementation of existing laws and regulations affecting non-discrimination in the employment policies of firms holding government contracts; to more effective pursuit of federal authority designed to assure the right of Negroes in the south to vote -- perhaps the most important right of all, since this, more than any other single factor, can set in motion forces that will elevate standards of working conditions, wages, social security, welfare services, and every other aspect of the structure of life in that section; to the judicious requirement of non-discrimination as a qualification for federal grants in aid and loans for certain purposes; to the provision of grants in aid for civil rights programs.

The Conference of Governors of Civil Rights States, at present comprising the chief executives of those states having civil rights laws with enforcement features,

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and currently functioning through a continuations committee, should be made permanent; its membership should be augmented by the addition of governors of all other states having civil rights laws. All these states have a common interest in advancing civil rights as a national objective, both as a matter of principle and as a matter of self-interest. With appropriate organization and adequate staffing, such a permanent conference could function as a clearing house, an educatinnal center, a research center and a lobby, and could make a major contribution to the advancement of civil rights in our nation.

To secure civil rights equally to all our citizens, regardless of race, color, religion or ethnic or national origin is, indeed, the great unfinished business of our democracy. In the global struggle between the forces of totalitarianism and the forces of freedom, the United States stands as acknowledged leader, in the moral as well as the material sense, of the free world. We cannot maintain that leadership unless we demonstrate our will and freedom over tyranny lies the ultimate challenge of building a world in which men can live together in mutual acceptance with respect for differences. We must lay the foundations strongly and well in our land so that we may stand upon a solid base when, at last, that challenge is successfully met.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
152 West 42 Street New York 36, New York

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December 1958

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

PRESIDENT
ARNOLD ARONSON

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

N A I R O NEWSLETTER

OCTOBER-NOVEMBER, 1958

Almost half of NAIRO's members attended the Twelfth Annual Conference in Pittsburgh (November 19-21); this review of Conference highlights has been prepared for those who could not be with us. On or about January 1, each member will receive a copy of the Conference proceedings containing the full texts of the major speeches and a summary of the various discussion sessions.

CONFERENCE HIGHLIGHTS

A Banquet audience of over 400 gave MARION WRIGHT (Vice-President, Southern Regional Council) a standing ovation after his vigorous denunciation of civil rights and civil liberties violations in the South. Blending keen insight, rich knowledge, and commanding rhetoric in his speech, Mr. Wright lived up to his pre-Conference billing as "an Adlai Stevenson with a Southern accent, who turns out phrases with Churchillian deftness."

CHARLES LIVERMORE (New York SCAD) and FREDERICK ROUTH (Southern Regional Council) set everyone talking with their brilliant exposition of the issues involved in "Toward a Clarification of Goals: Integration or Non-Discrimination." Although both eschewed a debate, they provoked many in subsequent discussion meetings, especially around the moot question of housing quotas.

ARNOLD ARONSON (National Community Relations Advisory Council) keynoted the Conference with his presidential address at the Opening Session. Days later, references were still being made to his thoughtful, farsighted analysis of various mechanisms that might be created to achieve much-needed organization of the field of intergroup relations.

Weary delegates came to life again at the last session when Dr. RICHARD SCAMMON (Director of Elections Research, Governmental Affairs Institute) sketched a national picture of "Population Mobility and Political Change" that gave special attention to implications for intergroup relations. Here again, a brilliant blend of insight and facts fascinated everyone.

Consideration of the "Constructive Use of Intergroup Conflict" (a topic launched by Dr. DAN DODSON, New York University Center for Human Relations, at last year's Conference) was stimulated further by three excellent case studies: Levittown, Pennsylvania (The Rev. DANIEL B. STEVICK, All Saints Episcopal Church, Fallsington); Plainview, New York (ALBERT CHERNIN, N.C.R.A.C.); and Virginia school closings (PAUL RILLING, Virginia Council on Human Relations). Although concurrent discussion meetings followed the luncheon presentation, the subject was not exhausted and is indeed assured a third round at the 1959 Conference.

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Interest in the various "how-to" Clinics exceeded even the fondest hopes of the Conference planners; they thus become a permanent feature of NAIRO's annual meetings . . Department and Commission sessions (on topics of their own choosing) were well-planned, well-executed, and well-attended .... The President's Reception in the clubrooms of the Pittsburgh Playhouse was tops, a perfect social climax to three packed days.

TO TAKE YOU TO YOUR LEADERS

MARGARET GARRITY (Midwest Regional Director, President's Committee on Government Contracts, Chicago) took over as President at the final session. Elected to fill out her 1958-1959 team were: President-Elect, FREDERICK B. ROUTH (Assistant Director, Southern Regional Council); Vice-Presidents, GEORGE CULBERSON (Executive Director, Pittsburgh Commission on Human Relations) and WILLIAM GREMLEY (Executive Director, Kansas City Commission on Human Relations); Secretary, MRS. JESSAMINE MERRILL (Executive Director, Trenton, N.J., Council on Human Relations); and Treasurer, BURTON I. GORDIN (Assistant Director, Philadelphia Commission on Human Relations).

The following were elected to three-year terms on the Board of Directors: DR. HELEN AMERMAN (Acting Director, San Francisco Council for Civic Unity); SAMUEL DANIELS (Executive Director, Maryland Commission on Interracial Problems and Relations); LLOYD DAVIS (Executive Director, Catholic Interracial Council, Chicago); FRANK FAGER (Executive Director, Board of Community Relations, Toledo); ARTHUR JOHNSON (Executive Secretary, Detroit NAACP); and MRS. MILDRED MAHONEY (Chairman, Massachusetts Commission Against Discrimination).

The Rev. BENJAMIN SISSEL (Associate Secretary, Department of Social Education and Action, Presbyterian Church in the U.S.A.) was elected to fill the unexpired term (one year) of the late FRANCIS MC PEEK.

OUR BY-LAWS REVISED

By unanimous vote, three of the four proposed By-Laws changes were adopted at the Annual Meeting. The result:

(1) Any member in good standing is now eligible for nomination and election as an Officer -- abolishing the previous requirement that he be a member of the present or outgoing Board of Directors.

(2) Eight Regional Chairmen from eight geographic regions may now be appointed by the President, all serving as ex officio members of the Board. (Previous number: 4).

(3) A new category of Student Member has been established for persons "enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations." Student Members will receive all Association publications and services but may not vote or hold office. The Board of Directors subsequently established the annual Student dues at $5.00 per year.

Deferred until the next annual meeting was the proposal to provide for the nomination and election of Regional Chairmen. They will - at least for the coming year - continue to be appointed by the President.

(Please turn to page 6)

* NAIRO notes with a profound sense of loss the death on November 7 of the Reverend *
* FRANCIS MC PEEK, Vice-President of the Association and Executive Director of the *
* Chicago Commission on Human Relations. Long a worker in the service of God and *
* man, he will be missed by a great many people in many walks of life throughout *
* the country but certainly no more than by his fellow Chicagoans and by the whole *
* intergroup relations profession.

* * * *

* With the same sorrow and emptiness, NAIRO must also note the death on November 8 *
* of R. MAURICE MOSS, long-time member of the Association and the Associate Director*
* of the National Urban League. A veteran intergroup relations worker whose ser- *
* vice antedated the birth of the "profession," he too leaves mourning friends in *
* many parts of the country, including and perhaps especially in Pittsburgh and in *
* national professional circles. *

FRANCIS W. MC PEEK

FRANCIS W. MC PEEK was Executive Secretary of the Chicago Commission on Human Relations for the past 5½ years. Prior to that, he had served for six years as Industrial Relations Secretary of the Council for Social Action, Congregational Christian Churches. Other posts included six years as Director of the Department of Social Welfare, Washington (D.C.) Federation of Churches, and three years as Chaplain to the National Training School for Boys, Federal Bureau of Prisons. Mr. McPeek was a graduate of Ohio State University and McCormick Theological Seminary, and was ordained to the Congregational Christian ministry in 1938.

He died in Chicago at the age of 47, survived by his widow and two sons. At the time of his death, he was Vice-President of NAIRO and a member of its Board of Directors.

Mrs. McPeek lives at 2431 West 175th Street, Homewood, Illinois.

R. MAURICE MOSS

RICHARD MAURICE MOSS, for ten years Associate Executive Director of the National Urban League, spent his entire life in the service of that organization. Graduating from Columbia College in 1919, he became an apprentice at National Urban League headquarters in New York City while attending the New York School of Social Work as an Urban League Fellow. He later served as the chief executive of local Leagues in Toledo, Ohio; Baltimore, Maryland; and Pittsburgh, Pennsylvania - remaining in the last named post for 19 years. In Pittsburgh and later in New York, he served on a large number of public commissions and private agency boards; his NAIRO posts included, among others, chairmanship of the Nominating Committee (1955) and of the National Private Services Department (1954, 1955).

He died in Brooklyn at the age of 61, survived by his widow, two children, and three grandchildren. Mrs. Moss lives at 542 Decatur Avenue, Brooklyn, New York.

NEWS OF OUR MEMBERS AROUND THE COUNTRY

WILLIAM V. SHANNON leaves the Encampment for Citizenship this month to become Assistant Executive Director of the American Association of Junior Colleges. Bill will transfer job and home from New York City to Washington, D. C.

CORNELL HEWSON will retire on or about December 1 from his long-term post as Executive Secretary of Fellowship House in Kansas City, Missouri.

JOHN HOPE, II, is on leave for one year from his regular job with the Race Relations Department, American Missionary Association, Fisk University; he is now located in New York City where he is Research Associate with the National Manpower Council.

WILLARD JOHNSON has been named President of the Committee for International Economic Growth in Washington, D.C. and has already taken up his duties there. Willard had been in Chicago for several years as Regional Director of the National Conference of Christians and Jews, and had just recently been named a Vice-President of that agency.

S. ANDHIL FINEBERG (American Jewish Committee) recently received the honorary degree of Doctor of Divinity from Hebrew Union College - Jewish Institute of Religion. The convocation took place in New York City on September 30th.

S. JOSEPH FAUMAN has joined the faculty in the Department of Sociology, Eastern Michigan College, Ypsilanti. He was formerly Director of Community Relations and Research for the Jewish Community Council, Detroit.

SIDNEY LAWRENCE (Jewish Community Relations Bureau, Kansas City) has an article in the the recent issue of Adult Education.

MARCIA RUSSELL (St. Paul, Minnesota) has become MRS. ELIOT BERKLEY, and is now living in Kansas City, Missouri.

FRANK S. LOESCHER has just announced the details of the new operation that he heads: the United States-South Africa Leader Exchange Program of the African-American Institute (New York City). The two way exchange seeks to further understanding between professional, business, and civic leaders of the two countries; the first American to go to South Africa will be Hodding Carter, well-known editor and publisher of the Delta Democrat-Times, Greenville, Mississippi.

Mrs. GARDA BOWMAN (N.Y. State Commission Against Discrimination) helped her husband, Leroy, score a moral victory in his campaign for Congress in Brooklyn. The incumbent won, as expected, but Mr. Bowman rolled up a new high for the Liberal Party in his district.

GRACE MARR will leave her post with the American Nurses Association at year's end. She is the Assistant Executive Secretary.

JOHN Y. YOSHINO (President's Committee on Government Contracts) has been elected Chairman of the newly-organized Washington, D.C. Area Conference on Intergroup Relations. Mrs. HELEN PETERSON (National Congress of American Indians) was chosen Treasurer. BOOKER T. MC GRAW (Housing and Home Finance Agency) and GEORGE NESBITT (Urban Renewal Administration) are on the Steering Committee, as is CHARLES N. MASON, JR. (Naval Research Laboratory).

GUNG-HSING WANG has resigned as Executive Director of the Chinese American Civic Council (Chicago) but is still editor of their publication, Chinese American Progress.

MORE NEW MEMBERS

We welcome a flock of new members added since the last Newsletter. Among them are:

BENJAMIN COLLIER, Human Relations Commission, Paterson, New Jersey
JOHN MC INTEER, Sacramento County Assessor's Office, Sacramento, California
The Reverend ARTHUR E. WALMSLEY, National Council, Protestant Episcopal Church, New York
WILLIAM KARP, Bureau On Jewish Employment Problems, Chicago, Illinois
Dr. JOHN J. O'CONNOR, Georgetown University, Washington, D. C.
Mrs. ELOISE E. KLOKE, President's Committee on Government Contracts, Los Angeles, Calif.
HAROLD FLEMING, Southern Regional Council, Atlanta, Georgia
EDWARD L. KATZENBACH, JR., Brandeis University (Florina Lasker Fellows Program) Waltham, Massachusetts
FREDERICK A. SCHREIBER, American Jewish Committee, Los Angeles, California
EDWARD L. CARTER, JR., State Commission Against Discrimination, New York City
JOHN A. MARTIN, JR., Stiles Hall, Berkeley, California
ALBERT VORSPAN, Commission on Social Action of Reform Judaism, New York City
STANLEY LEIBNER, New Haven Jewish Community Council, New Haven, Connecticut
JOHN SLAWSON, American Jewish Committee, New York City
NORMAN WATTS, Pennsylvania F E P C, Philadelphia, Pa.
CHARLES ABRAMS, New York State Commission Against Discrimination, New York City
Miss BERNICE COFER, American Baptist Home Mission Societies, New York City

NAIRO'S INTERNSHIP PROGRAM

Interns have been chosen by three more of the 1958-9 Internship agencies, bringing to twelve the total of trainees now on the job; Miss Constance Pennington, American Friends Service Committee, San Francisco; Jerome Turner, Mayor's Friendly Relations Committee, Cincinnati; and Miss Margaret Zaragoza, South Chicago Community Center.

In addition, the AFSC Philadelphia Metropolitan Housing Program (Mrs. THELMA BABBITT, Director) has voluntarily attached trainee Richard Taylor to the Internship Program.

YOUR EXECUTIVE SECRETARY (WILL BE) ON THE MOVE

NAIRO Executive Secretary JOHN LASSOE will travel to Minneapolis-St. Paul on December 10, to address a special meeting of intergroup agency executives and Board members. Other cities will be visited on the to-and-fro trip.

In late January or early February, LASSOE will journey coast-to-coast, visiting - among others - Detroit, Chicago, Milwaukee-Madison, Seattle, San Francisco, Los Angeles, St. Louis, Cincinnati .... Any points in-between????????

This fall's travel has been limited to trips to Pittsburgh in connection with Conference planning and arrangements.

NEWSLETTER - 6

WHEN WE GO MARCHING IN (TO THE SAINTS)

The Conference approved Board selection of San Juan, Puerto Rico as the site for the Thirteenth Annual Conference -- October 13-16, 1959. Not the junket that this might be for other professional groups, the trip to Puerto Rico was voted as an important aid to the work of many NAIRO members in Northern urban centers. JOSEPH MONSERRAT (Migration Division, Commonwealth of Puerto Rico Labor Department) extended the invitation for NAIRO's first meeting away from the mainland (and NAIRO's first four-day Conference).

Acting on a recommendation from the membership, the Board voted selection of San Francisco as the site of the Fifteenth Annual Conference in November, 1961. HELEN AMERMAN (Council for Civic Unity) had originally invited NAIRO to the West Coast in 1960, but the membership demurred at two distant meetings in successive years.

Bids are now being accepted for the 1960 (Fourteenth Annual) Conference site. This too will be a four-day meeting.

CONFERENCE ODDS AND ENDS

Delegates came from 26 states and the District of Columbia. Total registration exceeded 300, with approximately 230 members in attendance. NAIRO added 17 new members, boosting our total to an all-time high of 4 5 2.

NAIRO adopted its first major Statement on Civil Rights, which received modest press coverage. Members are asked to disseminate it as widely as possible, and copies are being mailed to them for that purpose.

Twelve of the fourteen interns in training during 1958-9 came to Pittsburgh for the week of November 16-22, the first week of their Internship Seminar. Dr. ROBERT B. JOHNSON (Research Director, National Conference of Christians and Jews) led the Seminar sessions, which were interspersed with attendance at Conference meetings. The second week of the Seminar will take place in June.

December 30, 1958

Mr. John V. P. Lassoe, Jr.
N. A. I. R. O.
152 West 42nd Street - Room 1508
New York 36, New York

Dear John:

Thanks for your letter of the 22nd. Glad that you and Frankye plan to make the letter acknowledging receipt of dues purty. Glad to hear, too, that the December issue of the NAIRO Newsletter will carry excerpts from the letter Mr. Wright sent me.

I will patiently wait until 1959 for the membership roster. It is for my own use, but no sense in burdening NAIRO with the bill for a set of cards. There is only a few weeks before the '59 roster is due, and nothing I plan is so urgent that it can't wait that long.

I hope you are planning to stop off in Atlanta on your way to Miami. There are a number of things I would like to talk over with you so, in case you need an official excuse, you could confer with the President-elect.

I had not heard about the ruckus between the Dade County Council and other intergroup agencies in Miami. I was in Miami during the Christmas holidays but couldn't get in touch with Bill Williams. In what way is our intern, Jane Leeds, serving as the catalyst of the ruckus? A little stirring up, properly done, is probably healthy for the Miami situation. I will be interested in what you find on your visit there.

All good wishes for the coming new year.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

OR REPLY TO:

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N.C.R.A.C.
New York, New York

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President's Committee on Government Contracts
Chicago, Illinois

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South
JOHN HOPE, II
Race Relations Department, A.M.A.
Fisk University
Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

22 December 1958

Dear Fred:

I appreciate recent notes from you and will proceed to comment on all of them.

Our 1959 Membership Roster will be available towards the end of January. In the meantime, the mimeographed 1958 roster has become quite inaccurate and out of date; our supply is in any case exhausted. If your need for a roster is urgent, we can have our mail house run off a galley sheet or a set of cards that will provide you with a complete listing. If this is for your personal use, NAIRO will happily foot the bill; if it is for SRC's use, we will just as happily let them reimburse us for the addressing charge. Please advise.

Frankye and I agree with your comment on our form letter acknowledging receipt of dues. The appearance comes from mimeographing on slick letter bond. This can and will be remedied - in one of two ways - as soon as our new letterheads are printed. It will then look purty.

The December issue of the NAIRO Newsletter will carry excerpts from the article sent to you by Mr. Wright. And I will try to remember to send him a copy of same.

I assume that Maggie has written to you asking your advice on the choice of a regional chairman for the South East. I suggested, and she is considering, Bill Williams in Miami. Haskell Lazere is another possibility, but you might have better thoughts. Incidentally, I gather from several sources that DCCCR is having some ruckus with the other intergroup agencies in Miami, and it seems that Jane Leeds is the catalyst. My visit there in February should be "interesting."

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

Dr. Frederick B. Routh
Assistant Director
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

PRESIDENT
ARNOLD ARONSON

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

8 January 1959

TO: NAIRO Board of Directors

FROM: John Lassoe, Jr.

SUBJECT: Next Board of Directors Meeting

The Board of Directors will hold its next meeting in Chicago at Margaret Garrity's office on Firday and Saturday, March 6 and 7. An agenda will be mailed out two weeks before the meeting.

The Board's June meeting will be held in New York on the Friday and Saturday immediately preceding the second-week Internship Seminar. Dates will be announced as soon as they have been set.

* * * * *

It is wonderful to be able to inform you that NAIRO has received a grant of over $15,000 (i.e. stock with a current market value of $15,750) for the administration of the Internship Program during its third year (1959-1960). The donor is an individual who chooses to remain anonymous.

Since the Board has already authorized continuation of the program for a third year, I shall proceed without delay to approach various foundations (those currently participating and others) for training grants to be awarded to internship agencies. I presume that the selection of agencies will continue to rest with the foundations and that the agencies will continue to choose their own interns.

With this good news in mind, it is appropriate to wish you a New Year filled with happiness and achievement.

fib

N A I R O
Budget for 1959

ANTICIPATED RECEIPTS

Fund for the Republic			$ 5,000.00
McGregor Fund			2,500.00
Special Funds Drive			500.00
Internship Pledges from Board			1,000.00
Interest on Savings Accounts			200.00
Membership Dues			
New-100		$ 1,500.00	
Renewals-350		5,250.00	6,750.00
Reporter Sales			
Bulk		1,500.00	
Individuals		500.00	2,000.00
Publications			
Journals and others		500.00	
Directory at $2.00 each		1,600.00	2,100.00
1959 Non-member conference registration			200.00
TOTAL ANTICIPATED RECEIPTS			$ 20,250.00

ANTICIPATED EXPENSES

Administration (National Office)			
Salaries			
Executive Secretary	$ 10,250.00		
Office Secretary	3,940.00		
Part Time Clerical	400.00	14,590.00	
Severance Pay Reserve		271.00	
Employee Benefits			
Hospitalization	86.00		
Social Security	220.00	306.00	
Hospitality Expense		250.00	
Rent		1,400.00	
Equipment		25.00	
Printing		1,000.00	
Postage and Mailing		1,000.00	
Telephone		750.00	
Office Supplies		500.00	
Travel		2,500.00	22,592.00
President's Office			500.00
Treasurer's Office			
Bookkeeping		300.00	
Audit		40.00	
Supplies		20.00	
Postage and Telephone		30.00	390.00
Reporter			
Manager's Service		600.00	
Printing		1,250.00	
Postage and Mailing		300.00	
List Changes		50.00	2,200.00
Publications			
Commission Reports		1,000.00	
Directory		1,600.00	2,600.00
Promotion (Membership)-Regional Chairmen			800.00
Internship Seminar			4,000.00
TOTAL ANTICIPATED EXPENDITURES			$ 33,082.00

January 15, 1959

Mr. John Lassoe, Jr.
N. A. I. R. O.
152 West 42nd Street - Room 1508
New York 36, New York

Dear John:

Delighted to hear that you will be stopping in Atlanta on your trip to Florida. Either time that you mentioned will be convenient for me.

I am enclosing a check from Haskell Lazere for his 1959 dues. I have suggested to Maggie that he be appointed Southeastern Regional Chairman.

I will make the March Board meeting but will be late in arriving for I have a speaking engagement at Perdue University on March 6, and it is difficult to get from there to Chicago. But I will be there for the Friday evening dinner and Saturday.

Best regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls
Enclosure

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Race Relations Department, A.M.A.
Fisk University
Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

8 January 1959

Dear Fred:

By now you know that our Chicago Board meeting will be held on March 6 and 7. It is my present plan (unless it is convenient for no one but me) to go from Chicago to Louisville, then to Atlanta, Miami, perhaps San Juan, and Washington. I cannot make this trip before the Board meeting but could wait for a few weeks after it if that seems advisable. I do plan to stop in Atlanta in any case.

It is hard to synthesize the somewhat vague reports I have received from Miami but it boils down to something like this: Jane Leeds circulated a memo among the local professionals as part of an internship report. In this, she took issue with their real or alleged criticism of the DCCR. This has been answered by at least one person, Seymour Samett, who sent me a copy of his reply - also circulated among the professionals. This may be a teapot tempest, but I sense rather deep feelings. And you know Jane!

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

Dr. Frederick B. Routh
Assistant Director
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

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Race Relations Department, A.M.A.
Fisk University
Nashville, Tennessee

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EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

25 February 1959

Dear Fred:

Although I will be seeing you in Chicago, I did want to remind you that I am scheduling my trip so as to spend Monday and Tuesday, March 16 and 17, in Atlanta. As usual, I will be at your disposal during that visit and will be happy to talk to anyone that you think needs some NAIRO brainwashing. And also as usual, Dad, I look forward to spending some time with you.

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

Dr. Frederick B. Routh
Assistant Director
Southern Regional Council
63 Auburn Avenue, N.E., Room 432
Atlanta 3, Georgia

April 1, 1959

Mr. John V. P. Lassoe, Jr.
N. A. I. R. O.
Room 1508, 152 West 42nd Street
New York 36, New York

Dear John:

Here is an answer by return mail to your letter of March 30, which just arrived.

By far the best date for me for the meeting with the Resources and Planning Committee is Saturday, April 18, in Washington. I will be in Washington for the National Civil Liberties Clearing House meeting - at least the 17th. I will be in Virginia prior to this. It would be most convenient for me to stay over in Washington for a Saturday meeting.

I was happy to have you visit me here in Atlanta, and I believe we accomplished some helpful things.

Best wishes. I hope to see you in Washington.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls

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*JOHN Y. YOSHINO
President's Committee on Government Contracts
Washington, D.C.
**NAIRO Regional Chairmen*

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

March 30, 1959

Dear Fred:

Bill Karp, chairman of Resources and Planning, is anxious to call a special meeting of that Committee to formulate a proposal for submission to foundations, to obtain support for a September consultation on the future of NAIRO.

We are thinking of dates around those of the National Civil Liberties Clearing House Conference, and would like your reaction to them -- noting that they are suggested for various cities:

(1) Wednesday, April 15, in Washington, D.C.

(2) Saturday, April 18, in Washington.

(3) Saturday, April 18, in New York

(4) Monday, April 20, in New York

The meeting would be a one day affair.

Can you let me know your possibilities and preferences by return mail?

It was good to see you in Atlanta. I enjoyed the visit and I also feel that our talks were helpful, both in terms of immediate program and in terms of your presidency.

Best wishes, and take care now.

Sincerely,

John

JOHN V. P. LASSOE, JR.

Mr. Frederick B. Routh
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

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MARGARET GARRITY
President's Committee on Government Contracts
Chicago, Illinois

PRESIDENT-ELECT
FREDERICK B. ROUTH
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Atlanta, Georgia

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

8 April 1959

TO: NAIRO Board of Directors
FROM: John V.P. Lassoe, Jr.
SUBJECT: Selection of 1960 NAIRO Conference Site

You are asked to vote on the enclosed bids, to select the site of our 1960 Conference. You need write only the name of Cincinnati or Des Moines on the enclosed postcard, sign it, and return to the NAIRO office.

At the meeting of the Board on March 6-7, it was voted to reject the other bids then in hand (Detroit and Miami) and to limit the choice to Cincinnati and Des Moines. Since Cincinnati's bid was not then formal and official, the Board directed the Executive Secretary to poll the entire Board if and when such a bid was submitted. This having been received, both are transmitted to you for your vote.

Please reply.

* * * * *

I am very pleased to be able to report that McGregor Fund has renewed its $5,000 grant, for the administration of the internship program during 1959-1960 (July 1-June 30). Awarded to us in each of the past two years, it is renewed for the third year as a terminal grant. Payments of $2,500 each will be made on July 1, 1959 and on January 1, 1960.

fib

C
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CITY OF CINCINNATI
THE MAYOR'S FRIENDLY RELATIONS COMMITTEE
105 City Hall
Cincinnati 2, Ohio

April 3, 1959

Mr. John V.P. Lassoe, Jr.
Executive Secretary, NAIRO
152 West 42nd St., Room 1508
New York 36, N.Y.

Dear Mr. Lassoe:

The Cincinnati Intergroup Agency Council wishes to extend a cordial invitation to the Board of Directors of the National Association of Intergroup Relations Officials, to hold its 1960 annual conference in Cincinnati.

The Intergroup Agency Council, consists of professional staff members of the following agencies: The Urban League, National Conference of Christians and Jews, Jewish Community Relations Committee, National Association for the Advancement of Colored People, American Jewish Committee, Fellowship House, and Mayor's Friendly Relations Committee.

We feel that our city has much to offer as a conference city. Centrally located as we are, half the nation's population can reach Cincinnati overnight. Cincinnati is served by twenty-one divisions of eight main trunk line railways and most of the major air lines.

During our usually mild winters, good highways make travel by automobile an attractive possibility for agency staffs. Reduced traveling expenses induce greater attendance.

Adequate hotel facilities are available with rates that meet the present price level. Enclosed is an invitation from the beautiful Netherland Hilton Hotel, setting forth facilities that can be made available to the conference.

The hotel is located in the heart of the downtown business district, surrounded by department stores, restaurants, and shopping facilities of all kinds.

It is the opinion of the Intergroup Agency Council that a NAIRO conference in Cincinnati would have a highly beneficial effect upon the continuing improvement of intergroup relations in our city, and the surrounding metropolitan area.

Sincerely,

/s/ Virginia Coffey
Chairman Pro-Tem
Interagency Council

VC:pdb

CITY OF DESMOINES, IOWA
Commission on Human Rights
Armory Building

C
O
P
Y

March 31, 1959

Mr. John V.P. Lassoe, Jr.
Executive Secretary
N.A.I.R.O.
Room 1508, 152 West 42nd Street
New York 36, New York

Dear Mr. Lassoe:

On behalf of the Des Moines Commission on Human Rights and private agencies in our City, I hereby extend an official invitation to NAIRO's Board of Directors offering Des Moines as a site for NAIRO's 1960 Annual Conference.

Since the conference this year will be held in Puerto Rico and the 1961 conference will be in San Francisco, we feel that Des Moines would be the ideal spot, geographically, for 1960! But more appealing than its central location are such factors as the following:

(1) It is one of the few Capital cities in the Midwest where there are no racial or religious restrictions in any of its restaurants, hotels or places of public accommodation.

(2) It has one of the most liberal newspapers in the Nation. The Des Moines Register and Tribune has won citations from A.D.L., A.C.L.U., and others for its stories and editorials on housing, fair employment, Civil Rights, etc. The NAIRO Conference would get thorough coverage and publicity. (Examples of the paper's hard-hitting editorials on housing are enclosed.)

(3) A welcoming address by our Iowa Governor and City Officials.

(4) Invitations during the conference for NAIRO officials to appear on popular TV programs on Stations KRNT and WHO, as well as Radio Station KWDM.

(5) The cooperation of numerous Des Moines citizens and public and private agencies with the Des Moines Commission on Human Rights acting as host to NAIRO.

Mr. John Lassoe
N.A.I.R.O.

(6) Interesting tours of our State Capitol, Historical Building, and Agricultural research and experimental stations. A chance for some conferees to see an Iowa farm.

(7) The facilities of the Hotel Fort Des Moines, which has been the City's host to many regional and national conventions, are available. Accommodations at the Fort Des Moines have been tentatively reserved for NAIRO on November 8, 9, 10 and 11, 1960. The Fort Des Moines has thirty-four convention rooms of ample size to accommodate from 10 to 700 persons for food functions and from 10 to 1,000 for meetings. Rates for sleeping rooms:

Single - - - - - - -	$ 6.00 - 12.00
Double - - - - - - - -	9.50 - 15.00
Twin - - - - - - - - -	12.50 - 15.00

(8) An up-to-date modern airport with scheduled flights on United, Braniff and Ozark Airlines. Rock Island Railroad connections to all points, U.S.A.

There are other points which could be made in our invitation, but I feel enough have been listed to convince the Board of our desire and ability to serve as host. One final argument should be made, however, and that is that smaller cities such as Des Moines (230,000 population) also need NAIRO and the kind of professional and educational impact it can instill during its four day Annual Conference.

Respectfully submitted,

/s/ Malcolm B. Higgins, Executive Secretary
Des Moines Commission on Human Rights

MBH/lh

April 28, 1959

Mr. John V. P. Lassoe, Jr.
N. A. I. R. O.
Room 1508, 152 West 42nd Street
New York 36, New York

Dear John:

It was good to see you while I was in New York. I appreciated your good food, your good martinis, and your good company - in that ascending order.

I some time ago received a letter from Bill Karp regarding the proposed Leadership Conference on the Future of NAIRO. He also proposed a meeting in New York in conjunction with the NAIRO Board Meeting in early June. In spite of the fact that I will be newly-come to the job in Michigan, I hope to make at least the Board Meeting.

Regards to Frankye and Lee.

As ever,

Frederick B. Routh
Assistant Director

FBR:ls

via air mail

November 23, 1959

Mr. John V. P. Lassoe
N. A. I. R. O.
Room 209, 426 West 58th Street
New York 19, New York

Dear John:

Paul Rilling and I have read the form letter for first-time applicants. It is a good, comprehensive job. We offer the following suggestions for whatever they are worth:

(1) Under "Geography: on page 2, a note on the South might be in order, pointing out that most, if not all, positions are with private agencies, generally one-or two-man offices, preference given to Southern applicants, particularly for field work, etc.

(2) Under "Education," we wonder whether too much emphasis isn't given to M.A. status, and whether fields of study nught not to include religion.

(3) On page 4, is it really candid to say that intergroup agencies simply do not hire on a quota basis? Many agencies have what amounts to a quota system, however benevolent it may be.

(4) Also on page 4, you might add another personal quality to suggest the breadth and variety

required of a good intergrouper -- "broad general understanding of people and community structure" or something of the sort. Rilling makes the point that the "generalist" should be encouraged.

I hope these random suggestions will be of some help. All the best.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

1.

MEMO

To: HCF

From: PR

Re: Lassoe Letter

1. My major suggestion here would be some amplification on the South on p. 2 under "Professional Career Opportunities," Geography. A note to the effect that most Southern positions (if not all) are with private groups, generally one or two man offices, preference given to Southern applicants, etc.

2. Under "education," I would say too much emphasis is given to M.A. status. Field of study or emphasis perhaps too limited. Religion, social sciences generally excluded. Of what value would Public Administration study be in this field ? Little I would say (I have MA in Public Administration, or rather this was my major field in Pol. Sci. in MA program) -

3. Note on p. 4 under personal that agencies do not use quota system in employment not strictly honest.

4. Under "personal qualifications" for such work, p. 4-- I would add something more but don't know how to word it-- perhaps such as "imagination," or "ability to plan creatively," or some such thing. Perhaps "broad general understanding of people and community structure, etc." Somewhere it should be emphasized that this is a field of variety and breadth. This is true and would appeal to some "generalist" types (like me).

PR - Advice?
HCF

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

11 November 1959

Mr. Harold C. Fleming
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

I have prepared the following form letter to answer the continuing flow of inquiries from people seeking their first jobs (at whatever level) in intergroup relations. I would appreciate your comments and suggestions for revision before we reproduce it in quantity. From your experience and from your agency viewpoint, do you think that it is good advice?

I have tried to summarize here the best information and advice that I can offer those interested in a career in the field of intergroup relations. I think that you will find it to be fairly comprehensive, but you are welcome to write again if it leaves questions unanswered.

The Field of Intergroup Relations

WHAT IS INTERGROUP RELATIONS? There are almost as many definitions as there are organizations and workers in the field, but there might be general agreement on this: The immediate goals of intergroup relations are the reduction of prejudice and the elimination of discrimination against individuals because of their race, creed, color or national origin. Note that intergroup relations is broader than the term "race relations;" it encompasses interreligious relations and intercultural relations, as well as interracial relations.

An INTERGROUP RELATIONS AGENCY then is an organization whose primary purpose is to advance one or both of the field's goals. Its activities may be largely educational or may, on the other hand, focus on social action. It may concern itself with the needs or problems of one minority group - - or with the problems of all groups. It may be privately supported (memberships, contributions, community chest funds, foundation grants, etc.) or it may be governmental and therefore financed from public funds. Its geographic scope may be national, regional, statewide, citywide or just a single neighborhood.

There are, in any event, 300 intergroup relations agencies with paid professional staff in the United States and - - counting all local affiliates of national organizations - - a total of over 600 separate staffed offices. NAIRO's best estimate is that over 1,400 professional workers are employed full-time by these agencies. Note: These figures include the intergroup relations departments of agencies

that have a broader scope (e.g. Department of Racial and Cultural Relations, National Council of Churches).

INTERGROUP RELATIONS IS A YOUNG FIELD. Although several of the national private agencies were established as early as 1906-1920, most intergroup relations agencies have come into existence since World War II. NAIRO, professional association of intergroup relations workers, was founded in 1947.

Professional Career Opportunities

OPENINGS. It has been estimated that resignations, retirement, and agency expansion create some fifty professional openings each year. Perhaps half of these might be open to persons without previous intergroup relations experience, although most would require at least an advanced degree or work experience in some related field. This is not an optimistic picture, given the number of individuals seeking intergroup relations careers, and yet hundreds have found their way into the field -- from a wide variety of education and experience backgrounds.

THE JOBS. An intergroup relations worker might be assigned to one or more of the following: research, complaint investigation, negotiation, community organization, membership recruitment, publicity, writing, program planning, legislative lobbying, fund-raising, administration, leadership training, etc. Or, instead of a functional assignment, he may specialize in a subject area: housing, employment, schools, police-community relations, interreligious relations, etc. In the larger agencies, he may have one function or be assigned to one subject area; in most intergroup relations agencies -- the one-man or two-man offices -- the worker will have many functions covering several subject areas.

GEOGRAPHY. Most intergroup relations agencies are in the Northeast, Midwest, and Far West, although there are growing needs and opportunities in the South. Not too surprisingly, the number of agencies in a city increases in proportion to its size; in the larger cities, one finds more agencies, more jobs ... and more competition.

There are important geographic limitations. Some of the city and state public agencies have residence requirements for all job applicants: one must be a resident when one applies and, in some cases, one must have lived there for one, two or even three years. Other public agencies doe not require residence but give preference to qualified residents. And, everything else being equal, most agencies -- private and public -- prefer to hire someone who already knows the area in which the agency operates. This is especially true of beginning jobs.

Unfortunately, there is another geographic limitation. No agency will hire a staff member without interviewing him, and few agencies have funds with which to bring applicants from any distance for interviews. It is usually true that an applicant cannot be con-

sidered for an opening unless he lives in the area or can get to it at his own expense. Agencies regret this fact, but it is a budgetary limitation.

SALARY. There are no set salary standards, maximums or minimums. It is even difficult to generalize about averages. As a rule, however, starting salaries fall in the $4,200 - $5,700 range; middle salaries are in the $5,200 - $8,500 range; and executive salaries in the $7,000 - $15,000 bracket. Salaries will vary according to size of agency, nature of agency, and - at least in the case of public agencies - size of city. Note: Many agencies do not have positions for beginners; the lowest salaried post may require one to three years' experience....

What Must You Offer?

EDUCATION. A college degree is almost essential but, since intergroup relations agencies have few beginners' jobs, it is seldom enough. Without an advanced degree or work experience in a related field, your chances of finding professional employment are very slim, especially in the larger cities.

A master's degree in an appropriate field is helpful. Most agencies will accept this in lieu of one or two years' experience, although some agencies -- notably the Urban Leagues -- require this degree for most positions. A doctorate is impressive but unnecessary, except perhaps for positions in education or research. Appropriate fields? Social work, public administration, sociology, human relations, psychology, anthropology -- and for some positions: law, education, journalism. But any advanced degree is an asset.

EXPERIENCE. Work experience in a related field is still probably the more valuable asset in applying for intergroup relations positions. Related fields? Social work (especially community organization), social welfare, housing, adult education, investigation, personnel, vocational guidance, publicity, journalism, religion, etc. Two years' professional experience in any of those areas would suffice for many starting jobs in intergroup relations -- and it is easier to find beginners' jobs in those other fields.

SERVICE. Agencies are interested in an applicant's volunteer service in intergroup relations, especially if the person has no professional experience. Prior involvement in the program of one or more intergroup relations agencies is a definite asset. Participation in one of the many summer human relations workshops will also be noted favorably by many agencies. Volunteer service and workshop participation are taken as some evidence of real interest in the field; they are also, of course, valuable learning experiences.

PERSONAL. Restrictions or requirements based on sex, age, race or religion are less likely in this field than any other. Although the majority of intergroup relations workers are men, the proportion of women is high -- and women head several public and private agencies. Since many people shift to intergroup relations after years of ex-

perience in other fields, the age factor is relatively unimportant if the experience was appropriate. Agencies often seek to build a staff representative of various ethnic and racial groups, but hiring is simply not done on a quota basis. One exception: Religious agencies hire members of their own faith almost exclusively, but even this is not an inflexible rule.

Intergroup relations work is difficult, demanding, and delicate. Although hard to measure, certain personal qualifications are given great weight in the hiring of new workers: (1) Dedication: You will need a sincere and well-motivated belief in the goals of intergroup relations, and you will not be happy in their field unless you are prepared to live your beliefs, to practice as well as preach the treatment of all human beings as individuals.

(2) Emotional Stability: For your own sake, and the sake of the greater good, you must be emotionally stable and mature enough to cope calmly and judiciously with irrational people and trying situations. An angry personal reaction is a luxury that usually has to be sacrificed in this work.

(3) Sensitivity and Perception: The most difficult to assess and perhaps the most difficult to develop, they are also the most important. In intergroup relations, one must be especially sensitive to the feelings of others, the nuances of delicate situations, the "hidden agendas" that people bring to any conference. One must have a high degree of empathy and an ability to assess people and situations accurately and quickly.

How and Where to Look

STEP 1. Contact the intergroup relations agencies in your area, especially those in which you are known. They may have openings, know of openings elsewhere (including "fringe" agencies) or be able to offer sound advice on additional preparation. Affiliates of national agencies may also be in a position to pass your name for consideration when openings arise in other cities.

STEP 2. Consider carefully some of the fruitful and important areas of work on the "fringes" of intergroup relations. These other agencies may offer challenging careers in themselves but should, in any case, help you move later into an intergroup relations agency; many of them are in fields easier to enter than intergroup relations.

Agencies peripheral to intergroup relations would include the following examples, especially if they are located in mixed or changing neighborhoods: settlement houses, community centers, churches, schools, neighborhood associations; social welfare agencies; various city and state government agencies; etc.

If your city is small, you may be able to visit these

personally. In larger cities, you might contact the local council of social welfare agencies, the professional placement service of the state employment agency or some of the local coordinating bodies in the various fields.

(If you are unable or unwilling to leave your present community, your search ends when you exhaust the possibilities above.)

STEP 3. If you think that you have appropriate education and experience qualifications, send a resume to the major national organizations and to any of the larger state and local agencies in areas to which you would be willing to move. How to locate these? Buy (for $2) the DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID PROFESSIONAL STAFF, published by NAIRO in late 1959.

STEP 4. Again, if you have appropriate education and experience, consider joining NAIRO to take advantage of its Personnel Registry. Members listed on the Registry receive prompt notice of all intergroup relations job openings posted with NAIRO (some thirty positions to date in 1959). Annual dues are $15, and cover all NAIRO services and publications. (Membership information available on request.)

STEP 5. Various fields peripheral to intergroup relations maintain their own personnel services, and you might want to register with some of them, depending on your interest and background. Examples are: National Association of Housing and Redevelopment Officials, Community Chests and Councils of America, American Society for Public Administration. Do not overlook the professional placement service maintained by the state employment agencies, some of which even exchange information on openings.

Sincerely,

John Zasoe

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NAIRO
November, 1959

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

25 November 1959

TO: NAIRO BOARD OF DIRECTORS

FROM: JOHN V.P. LASSOE, JR.

SUBJECTS: An announcement
A policy decision

(1) JANUARY BOARD MEETING

President Routh has set dates for the January meeting of the Executive Committee and of the Board. Both will be held in Detroit, probably at the Michigan FEPC.

*Executive Committee: Wednesday evening, all Thursday -- January 6-7, 1960
*Board of Directors: All Friday, Saturday morning -- January 8-9, 1960

Agenda and further information will follow in December.

(2) DIRECTORY OF AGENCIES: A POLICY(RE-)DECISION

The Directory of Intergroup Relations Agencies With Paid Professional Personnel is being printed at this moment. We are now faced with a final and somewhat complicated decision on the distribution to NAIRO members.

In San Juan, the Board voted that the Directory would not be given free of charge to members. This was the Board's first policy ruling on this; in Pittsburgh last November, there was considerable discussion but no decision.

Major arguments:

PRO, free distribution to members; We owe them this service, especially since the suspension of the Reporter and Journal during the year reduced the number of NAIRO publications that they have been receiving annually. Free distribution will build goodwill.

CON, no free distribution to members; The Directory is a working tool that agencies should buy for their staff members. Free distribution will cut drastically into our sales and, therefore, our potential revenue.

./.

However, based on the recommendation of the Publications Committee and a ruling by the President (with both of which I concurred), we had earlier informed the membership - - in the October Newsletter - - that each would receive one free copy. In addition (even as we were meeting in San Juan), a letter went to all agencies, accompanying galley proof clips, in which we again noted this fact.

* QUESTION: In view of our twice-printed commitment, and whether or not it was wrong or at least premature, shall the October Board decision stand? In short, shall each NAIRO member receive a free Directory, or must members buy them?

(The Directory will sell for $2.00 ($1.50 in quantity of 10 or more); cost to NAIRO of each copy is just over $1.)

NOTE: A reply card is enclosed for your convenience.

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Enclosure

PRESIDENT
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan

PRESIDENT-ELECT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

VICE-PRESIDENTS
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Cincinnati, Ohio

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Philadelphia, Pennsylvania

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EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

PUBLICATIONS
Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

11 December 1959

Dear John:

You have our permission to reprint Will Campbell's article in New South. We would be grateful, of course, for due credit, especially since our JOURNAL articles are not reprinted frequently enough to make us blaze about the process.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

Mr. John Constable
Director of Information
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

December 7, 1959

Mr. John V. P. Lassoe Jr.
National Association of Intergroup
Relations Officials
152 West 42nd Street
New York 36, New York

Dear John:

I have just seen the May issue of The Journal Of Inter-Group Relations. It was passed on to me by Harold, and both he and I agree that Will D. Campbell's article "The Role of Religious Organizations In The Desegregation Controversy" is a worth while piece. We wonder if we might have reprint privileges for New South.

With best wishes.

Sincerely,

John Constable
Director of Information

JC/lec

September 21, 1959

Mr. John V. P. Lassoe, Jr.
National Association of Intergroup
Relations Officials
426 West 58th Street
New York 19, New York

Dear John:

Thank you for your letter of September 18, requesting the professional staff's names and addresses of the state groups. The professional staff is checked on the enclosed sheet.

With best wishes.

Sincerely,

John Constable
Director of Information

JC:lec
Enclosure

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NAIRO

NEW ADDRESS
426 WEST 58th ST.
NEW YORK 19, N.Y.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 1508, 152 WEST 42ND STREET, NEW YORK 36, N. Y. • LO 3-6757

18 September 1959

Dear John:

In writing to ask for an up-to-date list of SRC staff, James Curran neglected to ask you for a corrected list of state councils, their addresses and professional personnel. Would you be good enough to send us such a roster at your earliest convenience. We are going to press this week but the corrections can be entered on the galley proofs.

I am truly sorry to bother you with such a request but I promise you that we will not have to ask you again.

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

Mr. John Constable
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

VIA AIR MAIL

December 22, 1959

Mr. John V. P. Lassoe
N. A. I. R. O.
426 West 58th Street
New York 19, New York

Dear John:

With a heavy heart, I must decline the invitation to participate in the consultation of January 20 - 22. You would have heard from me more promptly, but I have been trying to work out some resolution of the conflict. But, try as I may, the Southern interagency conference -- which SRC convenes -- is still meeting through noon of the 20th; and since one of our philanthropoid friends will be our guest at this meeting, it is pretty important that I be on hand.

Doubtless the South will be well represented without me. But, if you haven't thought of him, let me suggest a Southern intergrouper who is currently in New York and thus would be inexpensive and easy to get. That is Tartt Bell, on leave from his position as director of the AFSC's S. E. Office to serve with the Friends' U. N. staff. Tartt, as you probably know, is one of the ablest and most experienced of the Southern professionals. I strongly recommend him.

On another subject, I thought the summary you sent to Mrs. Eddy was good and clear and concise. A conversation with Fred, subsequent to your meeting with Stephen Currier and Mrs. E., suggests that I failed to make myself clear about that situation. My point was not that Currier & Company are enamoured

of the intern program but that they are plumb down on conferences. Thus I was -- and still am -- inclined to feel that the intern business, as an "action" program, offers more hope of success than the consultations or other types of conferences. It may be that you have something else in your kit that is more saleable, involving neither interns nor conferences. If so, by all means fetch it out and push it zealously.

All the best, and Noel!

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

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Fair Employment Practices Commission
Detroit, Michigan

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PUBLICATIONS
Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

15 December 1959

Mr. Harold Fleming
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Harold:

We are writing to invite you to take part, as one of thirty selected intergroup relations practitioners, in a three-day consultation launching what promises to be one of the most exciting projects that NAIRO has undertaken: a one-year program of conferences, study and discussion on the goals, directions and priorities of intergroup relations work in the decade ahead.

The initial consultation will be held in New York City on Wednesday, Thursday and Friday, January 20-22, 1960. It has been arranged by NAIRO in cooperation with the American Jewish Committee.

The enclosures outline the plan for that meeting, the topics that we plan to discuss (on which papers are now being written), and the scheme of the year-long program to follow.

All transportation, room and board expenses of consultation participants will be paid by NAIRO and the American Jewish Committee.

We earnestly hope that you will be able to participate and, although we realize only too well the enormous demands on your time, we ask you to plan to be with us for the entire three-day period.

May we hear from you as soon as possible? Time is short, and there are others that we would like to invite if any on our original list cannot accept. However, we are still counting on <u>your</u> favorable reply!

Sincerely,

George

George W. Culberson
Chairman, Committee on Resources and Planning

John

John G. Feild
Chairman, Special Committee, Commission on Nature, Scope and Theory

Fred

Frederick B. Routh
President

fib
Enclosures

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street New York 19, New York

"GOALS, DIRECTIONS AND PRIORITIES IN INTERGROUP RELATIONS IN THE DECADE AHEAD"

A NAIRO PROGRAM FOR 1960

The field of intergroup relations needs to achieve consensus on its goals, directions and program priorities for the next ten years. Effective action depends on carefully planned adjustment to new dimensions of old problems, as well as to new problems created by ever more rapid social change. NAIRO proposes to help intergroup relations professionals and lay leaders arrive at consensus on some of these matters through a one-year program of conferences, study and discussion that will be launched on January 20-22, 1960.

The program has three working goals:

(a) To contribute to a better definition of the field, with special reference to the knowledge, skills and training needed.

(b) To contribute to a better appraisal of those factors in our international, national and community life which are likely, now or in the next ten years, to affect the nature of intergroup relationships.

(c) To contribute to a better understanding of the inter-agency relationships, roles and responsibilities that now exist in the field, and of the adjustments that will be necessary in the years ahead.

This program has five phases:

(1) A January Consultation (New York City), bringing together some thirty leading intergroup relations practitioners and selected experts from related fields for a three-day discussion of key questions and issues likely to influence intergroup relations work in the next decade. Papers, proceedings and pertinent questions will then be sent to the entire field.

(2) Study and discussion of the published material by all NAIRO Commissions, Chapters, Departments, Committees, Regional Meetings, and other professional bodies -- with special attention to definition of the new directions and changing goals.

(3) A second mid-year consultation, involving a different group of leading intergroup relations professionals and experts from related fields in an examination of additional key intergroup relations problems and broader social issues, projected for the decade ahead. Again, papers, proceedings and pertinent questions would be published and distributed to the entire field.

(4) Study and discussion of this material by all NAIRO bodies, especially through regional meetings. Attention will focus on implementation, i.e., what do we as professionals need to do to cope with the new dimensions and new problems?

(5) As the theme of the 1960 NAIRO Annual Conference (Cincinnati: November 15-18), the development of consensus on goals, directions and priorities in intergroup relations. Conference proceedings will be published as a final synopsis of the year's concentrated study and discussion.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street New York 19, New York

"GOALS, DIRECTIONS AND PRIORITIES IN INTERGROUP RELATIONS IN THE DECADE AHEAD"

THE FIRST CONSULTATION: JANUARY 20-22, 1960

WHAT — A three-day consultation will launch NAIRO's year-long program of conferences, study and discussion on the goals, directions and priorities in intergroup relations in the decade ahead. This present meeting will focus on (a) the nature, scope and theory of intergroup relations (Wednesday), and (b) the identification of selected intergroup relations problems of the next decade (Thursday and Friday).

BY WHOM — The consultation has been arranged by NAIRO in cooperation with the American Jewish Committee. Wednesday's sessions form part of the Dedication Week program of the Committee's Institute of Human Relations.

WHEN WHERE — The consultation will be held in New York City on Wednesday, Thursday and Friday, January 20-22, 1960. It will begin at 9:00 AM on Wednesday morning at the Institute of Human Relations, 165 East 56th Street. All sessions will be held at the Institute and at another location to be announced.

WHO — Participation is limited to thirty leading intergroup relations professionals and selected experts from related fields, and is by invitation only.

HOW — Utilizing background papers prepared in advance by selected experts, the participants will analyze each of seven topics (see below) to point up the key issues and questions under each. Papers, proceedings and pertinent questions will then be published, probably as a special issue of the JOURNAL OF INTERGROUP RELATIONS.

Schedule and Topics

Wednesday, January 20: "The Nature, Scope and Theory of Intergroup Relations"

Arranged by the Special Committee of the Commission on Nature, Scope & Theory, in cooperation with the American Jewish Committee and the NAIRO Committee on Resources and Planning. PLACE: Institute of Human Relations, New York City. PERSONNEL: 25-30 intergroup relations practitioners, to be invited. SCHEDULE: Three 3-hour sessions -- morning, afternoon, evening.

*MORNING: "The Nature of Intergroup Relations Practice"

We seek to define intergroup relations practice through an analysis of the types of problems dealt with in intergroup relations, including some historical reference to the origin of these problems and to the changing temporal context in which they have been viewed; through a survey of the development of the body of knowledge and methods of intergroup relations; and through some prediction of future problems and the knowledge and methods that must be developed or adapted to meet them.

Paper By: John G. Feild and
David Danzig

NAIRO PROGRAM FOR 1960
The First Consultation (2)

*AFTERNOON: "The Organization of the Intergroup Relations Field"

We seek to survey the scope of intergroup relations practice through an analysis of public and private responsibility, including the goals of the wide range of agencies active in the intergroup relations field; through an analysis of factors hampering or spurring public acceptance of intergroup relations practice and goals; and through analysis of the financing of public and private agency work. Our survey of the scope of intergroup relations practice will necessarily include consideration of the limits of the field, our relationship to peripheral disciplines, and some prediction of future changes in scope.

Paper By: Arnold Aronson and
Charles Livermore

*EVENING: "The Professionalization of Intergroup Relations Work and Workers"

We seek to analyze factors bearing upon the advancement of the field through professionalization of intergroup relations work: By what standards of performance do we operate as professionals, and by what process will these standards gain general acceptance? What is the body of knowledge and techniques that must be transmitted to new workers, and what is or will be our field's procedure for transmitting this? Since professional standards are so sketchily defined, and professional training still so experimental, in our field, this analysis must include some prediction of future directions and needs.

Paper By: (To be announced)

Thursday, January 21: "Identification of Selected Intergroup Relations Problems of the Next Decade"

Arranged by the NAIRO Committee on Resources and Planning, in cooperation with the American Jewish Committee. PLACE: Institute of Human Relations, New York City. PERSONNEL: First-day participants, plus leading specialists. SCHEDULE: Two 3-hour sessions -- morning and afternoon.

*MORNING: "The Changing Status of the Negro in American Life"

We seek to analyze the changing status of the Negro, his preparation for and participation in this change; the evidence of a changing self-image; the socio-economic handicap and its relation to the problem of integration and/or desegregation; the development of leadership; the growth of the middle class; participation and effect on political parties; holding elective office; meeting competition for post-high school education; probable role in business and industry during technological change; trends toward or away from own culture; some analysis of the meaning of these facts for intergroup relations workers.

Paper by one specialist.

Person to serve as discussant, to evaluate critically the paper presented and sharpen the issues.

NAIRO PROGRAM FOR 1960
The First Consultation (3)

*AFTERNOON: "The Changing Relationships Among Religious Groups"

We seek to examine the nature, extent and future course of religious tensions that appear to be developing over matters of public policy, such as Sunday Blue Laws, religious observance in the public schools, use of public funds for school transportation, dissemination of birth control information, adoption policies; to analyze the problems inherent in separation of Church and State; to explore the limitations and limits of cooperation between religious institutions, the use of "representative" selection in political appointments and elections, the religious ghetto in suburban areas, the identification and exploration of "hate" groups, evidence of recognition by religious leadership of changing relationships.

Paper by one specialist.

Person to serve as discussant, to evaluate critically the paper presented and to sharpen the issues.

Friday, January 22: "Identification of Selected Intergroup Relations Problems of the Next Decade" (continued)

Arranged by the NAIRO Committee on Resources and Planning. PLACE: (To be determined), New York City. PERSONNEL: First-day participants, plus leading specialists. SCHEDULE: Two 3-hour sessions -- morning and afternoon.

*MORNING: "The International Dimension of Human Rights"

We seek to determine the focal developments in international politics relating to shifts of national interest within the U.N.; the emergency of new, independent nations from the colonial and dependent peoples; foreign policy implications of issues relating to the new nationalism of our neighbors to the south; the effect of these world changes on intergroup relations in the United States.

Paper by one specialist.

Person to serve as discussant, to evaluate critically the paper presented and to sharpen the issues.

*AFTERNOON: "Population Growth and Shifts within the United States"

We seek to survey the current population trends with special reference to mobility and migration; the projection of demographic data; the political, social and economic consequences of the movement to metropolitan areas; the population changes in the center city and the movement to suburbia; the particular effect of these changes on racial, religious and nationality groups.

Paper by one specialist.

Person to serve as discussant, to evaluate critically the paper presented and to sharpen the issues.

fib

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Fair Employment Practices Commission
Detroit, Michigan

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Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

Rec'd 1/20/60

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

18 January 1960

Dear Harold:

This will acknowledge receipt of your NAIRO dues for the calendar year 1960. Your membership card is enclosed.

You should now be receiving NAIRO's publications -- the Newsletter, and the new JOURNAL OF INTERGROUP RELATIONS. In addition, you are always welcome to take advantage of NAIRO's Personnel Registry should you seek employment elsewhere.

As you know, each NAIRO member is automatically assigned to a Department according to his agency affiliation; most of our Departments now issue occasional Newsletters, which you should receive. You may also offer your services to one or more of our seven Commissions by simply returning the enclosed postcard.

On behalf of the Association, let us take this opportunity to express our appreciation for your participation and your interest. If we can be of service to you, please do not hesitate to call on us.

Cordially,

Virginia Coffey
VIRGINIA COFFEY
Secretary

John
JOHN V.P. LASSOE, JR.
Executive Secretary

fib
Enclosures

P.S. Please note these dates on your 1960 calendar -- Fourteenth Annual NAIRO Conference -- Cincinnati, Ohio -- November 15, 16, 17, 18.

Mr. Harold C. Fleming, Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.W., Room 432
Atlanta 3, Georgia

March 11, 1960

Mr. John V. P. Lassoe, Jr.
N. A. I. R. O.
Room 209, 426 West 58th Street
New York 19, New York

Dear John:

Just to let you know that I read the two documents you used to support the Taconic appeal, and found them, of course, ably done. The proof is in the putting up, however, and I am awaiting with interest word of the outcome.

If the documents produce the desired result, they are obviously the best. If not, I'll be glad to offer comments toward revised versions that may move the granite-hearted.

Cheers to you under your other hat, as president of ESCRU.

Sincerely,

Harold C. Fleming
Executive Director

HCF/sm

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Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

February 24, 1960

Dear Harold:

We submitted the enclosed documents, suitably typed and accompanied by a forthright appeal letter, to the Taconic Foundation last week. Mrs. Eddy suggests that we might have an answer by month's end.

"What Is NAIRO?" is an accurate document, by gum. It is also framed in the light of our conversations with h*i*m.

Our appeal letter indicated that we were asking for $38,000 a year for three years. It also indicated that the three projects could function independently, which is true. If we failed to get the $10,000 grant but received either or both of the other two, we could scrape through the year.

I should welcome your comments and forthright criticism. If we are turned down, in whole or in part, we must approach other foundations. You have a keen eye for effectiveness in written appeals, and I need to have that eye turned mercilessly on these documents.

Did you know that the Episcopal Society for Cultural and Racial Unity is about to feel the gentle touch of manna raining from the top of the 6's? So John Morris tells me.

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

Enclosures

mp

Mr. Harold Fleming
Executive Director,
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

WHAT IS NAIRO?

Paraphrasing Henry Cabot Lodge's comment about the United Nations: if NAIRO did not exist, it would have to be founded. Its role is both important and unique.

The infant field of intergroup relations, scarcely more than a handful of national agencies until World War II, recognized the need for NAIRO as early as 1947 and founded it that year.

Especially because it was a social action field, intergroup relations needed a national organization that would promote communication and exchange of information among staff workers and lay leaders -- across agency lines, across geographic boundaries, regardless of agency scope, and in spite of differing agency program orientations.

> NAIRO national conventions, regional conferences, local Chapters, and study commissions bring together workers and leaders from national, regional, state and local agencies; from educational organizations, action groups and law enforcement agencies; from North, South, East and West; from agencies serving the needs and aspirations of Jews, Negroes, Indians, Japanese Americans, Puerto Rican migrants, and the total community.

NAIRO is not itself an intergroup relations agency and has no program that reaches the general public; it is, therefore, non-competitive. NAIRO has no program goals, other than promoting better intergroup relations practice; it is, therefore, non-partisan in terms of the field's agencies and their different goals.

For all these reasons, and because it is an association of individuals, NAIRO offers the field its one "free forum," where workers and leaders can meet without the encumbrance of agency identification or the need to reflect organizational policy. Experienced and knowledgeable individuals are regularly given the opportunity to arrive at consensus on the broad goals and directions of the field.

NAIRO is unique.

* * *

Communication and exchange of information are essential in a field where developments in one city can affect rights or relationships in a city 1,000 miles away. Workers and lay leaders need to know what is happening around the country.

Communication and exchange of information are equally important in a field where methods and techniques are still largely experimental, where new problems create demands for new approaches. Those responsible for program need to know how it is being done elsewhere.

Communication and exchange of information become vital in an expanding field that needs to recruit and train new workers, especially for governmental agency posts and increasingly for work in the South. Lacking formal training centers or extensive experience in specialized intergroup relations training, those responsible for new workers need to know how to prepare them for effective work in their agencies.

Communication and exchange of information are crucial in a field where

new problems or new dimensions of old problems arise daily. Often isolated, usually buried by the crushing demands of both crisis and routine, workers and lay leaders need help in focusing on new goals and directions, in developing new techniques.

NAIRO provides the channels for all of this, especially for those working in agencies that lack a national parent organization. For state or municipal commissions, for independent local private agencies, for isolated intergroup workers in school systems or social agencies or federal departments, NAIRO performs many of the functions of a parent body.

NAIRO is important to its field.

WHAT DOES NAIRO DO?

NAIRO sponsors a national conference, attended annually by some 250 of the field's 1,400 paid workers. Since the conference site is a different city each year, moving around the country, most of the workers can participate at least once every few years.

> There are Conference by-products beyond the learning and exchange of information that is expected to take place. The work of local agencies is aided by the presence of leading intergroup relations workers from around the country; Pittsburgh, for example, utilized Conference delegates in the last stages of its campaign for a fair housing practices law (1958).

NAIRO publications provide information and material not generally available elsewhere, yet invaluable to the field's workers.

The Reporter, now suspended, provided data on trends and events in intergroup relations until a variety of other publications ("Southern School News," "Trends in Housing," "Race Relations Law Reporter," etc.) gradually filled this gap.

The Journal of Intergroup Relations, a new quarterly, provides thoughtful articles on developments, new concepts and approaches, and significant research in intergroup relations.

The recently-published Directory of Intergroup Relations Agencies With Paid Professional Personnel, first such listing in eleven years, helps workers communicate with their counterparts in other areas, and helps those outside the field learn of its resources.

Civil Rights in the Nation's Capital: A Report on a Decade of Progress, a study published by one of NAIRO's study Commissions in 1959, represents the first systematic survey of intergroup relations in Washington, D.C., since the 1948 report of the National Committee Against Segregation in the Nation's Capital (now defunct).

Even the NAIRO Newsletter, departmental bulletin, public agency budget surveys, and special committee reports offer information that workers cannot get elsewhere -- and seem to need in their daily work.

NAIRO provides important liaison, and often consultation and other services, through the field trips of its executive secretary. In the past two-and-one-half years, for example, he has traveled 47,000 miles to visit 28 cities, many of them four or five times.

He brings news of the field: what is happening, who is doing it, how it is being done. He helps interpret intergroup relations trends and developments to the workers, their Boards, often public gatherings. In press, radio and television interviews, he can -- as an "outside prophet" -- help occasionally in local situations.

For the isolated worker in an unaffiliated agency, he is the equivalent of "our man from national," serving as a consultant, a representative of a nationwide movement, perhaps a factor in morals.

Finally, he is a symbol of professional growth and interagency cooperation. Meeting with local workers, helping to form NAIRO Chapters, and encouraging regional conferences, he stimulates contact across agency lines and a concern with better intergroup relations practice.

NAIRO provides opportunity for exchange through regional meetings, local Chapters, study commissions, departments (formed by type of agency), and committees. In some areas, there are special surveys, seminars and programs. Examples:

* Washington, D.C., civil rights survey (NAIRO Commission on Civil Rights)
* Professional in-service training seminar for all agency workers (Philadelphia)
* Conference on Intergroup Relations in the Decade Ahead (Seattle)
* Board-Professional Institute on Interagency Cooperation (Twin Cities NAIRO)
* Conference on Human Values in Intergroup Relations (Connecticut NAIRO)
* Meeting, "Quotas in Housing: Defensible or Not?" (New York City NAIRO)
* Survey of National Agency Resources Available to Local Groups (Committee on Interdepartmental Cooperation)

Through its Personnel Registry, its internship training program, and consultation, NAIRO helps in the training and recruitment of new personnel, the raising of standards of performance, the filling of important job vacancies.

* NAIRO posted 34 job openings in 1959 and 12 during the first month of 1960; it was directly responsible for filling perhaps one-third of the 1959 vacancies listed.

* NAIRO helped in the preparation of job descriptions for new public agencies in Indianapolis, Elizabeth, N.J., Omaha, Washington, D.C., among others.

* NAIRO coordinated the training of 31 interns in 1957-1959 and is working now with seven more. All but a few of the trainees remained in intergroup relations work.

* NAIRO's executive secretary has personally counseled over 150 persons interested in intergroup relations careers, countless more by mail.

* NAIRO has influenced and sometimes shaped staff training programs in over thirty intergroup relations agencies, largely as a by-product of the internship program.

Through its newest program, initiated in 1960, NAIRO is helping the field arrive at consensus on the goals, directions and priorities in intergroup relations for the decade ahead. National consultations, local and regional meetings, publication of proceedings, and NAIRO's Annual Conference are all being utilized in the process of setting new sights for intergroup relations work.

Despite limited staff, NAIRO attempts to answer requests for information received from members, agencies, educational institutions, governmental bodies, and increasingly students and the general public.

Samples:

* How can we organize a public human relations commission? or a private human relations council? (Recurring constantly, this is the major inquiry received.)
* What are operating budgets and salary scales for agencies in comparable cities or states?
* How many local affiliates of the American Dental Society are integrated; when was this accomplished?
* How many municipal intergroup relations agencies have subpoena powers?
* What criteria have been developed for evaluating agency program effectiveness?
* What are some examples of successful housing integration around the country? (Referred to National Committee Against Discrimination in Housing.)

HOW DOES NAIRO FUNCTION?

Little in NAIRO's structure is unique, unless it be the high degree of member participation and the growing tendency to center its committees in

various cities on a rotating basis.

Commissions, organized around areas of substantive interest, study and report on developments, new approaches, and new techniques. They issue reports and organize panel sessions at the Annual Conference.

* Housing and Family Life
* Education
* Civil Rights
* Manpower Utilization
* Interreligious Relations
* Research Services
* Nature, Scope & Theory of Intergroup Relations

Departments, organized by type of agency, exchange information on developments and working methods, as a means of aiding workers in their day-by-day duties. They publish occasional newsletters and organize panel sessions at the Annual Conference.

* Local and State Private Agencies
* State Public Agencies
* Municipal Agencies
* National Private Agencies
* Federal Services

Committees, organized to cope with the usual administrative or housekeeping tasks, include at least four established to deal with substantive matters:

* Educational and Professional Training Committee
* Professional Standards Committee
* Special Interdisciplinary Committee (project on development of interdisciplinary exchange and cooperation in Chicago)
* Committee on International Exchange and Affairs

Chapters, authorized by the membership at the recent Annual Meeting, will formalize the relationship to NAIRO of informal local NAIRO groups now active in the following cities:

* Philadelphia
* Michigan-Detroit
* San Francisco-Bay Area
* Washington, D.C.
* Chicago
* Los Angeles
* Minneapolis-St. Paul
* Pittsburgh

Regions: NAIRO has divided the country into eight regions, and annually appoints a regional chairman for each. The purpose is to encourage regional meetings, develop local Chapters, insure adequate expression of regional views in NAIRO, and interpret NAIRO to all parts of the country.

Board of Directors, elected by the membership at the Annual Conference (with over one-third of the members present and voting), governs NAIRO between yearly meetings. It meets quarterly -- with an average of two-thirds of the directors attending, at their own expense.

Staff: As of January, 1960, the staff of NAIRO consisted of an executive secretary, an office secretary, and a part-time clerk. The editor of the JOURNAL receives a fee for his editorial services. All other labor is contributed by the members and officers.

APPENDIX

The following material is submitted as a sample of the scope and variety of NAIRO publications and activities:

* 1959 ANNUAL CONFERENCE PROGRAM
* CIVIL RIGHTS IN THE NATION'S CAPITAL: A REPORT ON A DECADE OF PROGRESS (1959, reprint)
* NAIRO NEWSLETTER (January, 1960)
* EXECUTIVE SECRETARY FIELD REPORT (February, 1959)
* PERSONNEL REGISTRY LISTING (January, 1960)
* COMMISSION REPORT (INTERRELIGIOUS RELATIONS), published as issue of old Journal of Intergroup Relations
* NAIRO STATEMENT OF CONCERNS AND COMMITMENTS (adopted by Annual Conference, October, 1959)
* CAREER OPPORTUNITIES IN INTERGROUP RELATIONS (mimeographed bulletin to answer inquiries)
* INTERGROUP RELATIONS IN THE DECADE AHEAD -- NORTHWEST VIEWPOINT (Program of meeting, Seattle)
* NAIRO (brochure)

Each item contains information or represents program not generally available elsewhere. In addition, NAIRO distributes to its members and in answer to inquiries considerable material prepared by the intergroup relations agencies or other associations.

fib
February, 1960

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N A I R O ' S

GOALS, DIRECTIONS, AND PRIORITIES

1960 - 1962

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

NAIRO'S GOALS, DIRECTIONS, AND PRIORITIES, 1960-1962

NAIRO currently seeks grants and gifts totaling $38,000 annually for three years, 1960 through 1962, as partial subsidization of its present operation and as support for staff expansion in two important areas.

Its basic assumption and considered judgment are that the three-year subsidy will permit NAIRO to become self-supporting at its present level of operation; the two new programs will contribute to that process and will be designed to become self-supporting themselves or be self-liquidating.

The specific projects for which funds are sought are, in priority order:

(1) As partial subsidization of present operations $10,000

- Subsidy for JOURNAL OF INTERGROUP RELATIONS
- Subsidy for other new publications
- Subsidy for local services and Chapters

(2) Associate Director, and related expenses $15,000

(3) Informational Services Program, with staff $13,000

The nature of each project and the need it would fill are outlined below, and described in some detail on attached pages.

* * *

NAIRO anticipates that expenses will exceed income by $19,000 in 1960, but - as shown in the attached budget statement - some $7,000 of this represents special program expenses that can and will be covered through use of reserve funds. An operating deficit of $12,000 is anticipated, therefore, although a three-year average (1960-1962) is calculated

at $10,000 annually.

Since the establishment of the National Office in 1957, income from sources other than foundations has increased from $7,033.47 to an estimated $18,800 (1960). Expenditures have increased at a much slower pace, despite considerable program expansion, and the annual "deficit" (met in the past by grants or gifts) has been whittled down from a high of $21,000 (1958) to the anticipated $12,000 (1960, again excluding special program outlays).

The sharp increase in income from sources other than foundations has come primarily from dues of a rapidly-increasing membership and from heavy publication sales. The careful projection that NAIRO can become self-supporting in three years is based on continued growth in revenue from these two sources, together with the development of special services rendered on a fee basis.

The Journal of Intergroup Relations is a unique publication, apparently much-needed by the field. Initial response suggests that a paid circulation of over 2,500 can be obtained in three years, with a substantial net return to NAIRO. Since it is distributed free to members, it also serves as a strong membership incentive.

There is a need for special publications like the Directory of Agencies and Civil Rights in the Nation's Capital, both published in 1959. The initial outlay represents serious drain on NAIRO's operating budget, however, and the financial return depends on sales which may continue for years. NAIRO seeks the equivalent of a revolving fund for publication of unique pamphlets.

Development of membership, while aided by publications, depends in

large degree on services rendered locally and on active participation in such tangible programs as NAIRO Chapters offer. Increased travel by elected officers and staff, and funds for occasional aid to local activities, will both expand the effectiveness of NAIRO in its unique role and attract the new members that will help it become self-sustaining.

These are described in APPENDIX A.

Vital to both the development of NAIRO and its continued service to the field is staff time and travel. Despite time and energy expended freely by NAIRO members, such activities as national and regional meetings, committee work, commission studies, local Chapter development, preparation of publications, and internship training need the services or at least coordination of full-time staff. NAIRO has grown to the point where one professional worker cannot cope with nationwide demands for time and travel.

High priority is given to the employment of an Associate Director, with funds for secretarial services and travel. He would share with the Executive Secretary general responsibility for all aspects of program, with special emphasis on direct service to members and agencies through field trips and on the organization of regional and local activities.

New projects now contemplated, including the development of special services to agencies on a fee basis, suggest that NAIRO may be able to absorb the associate directorship into its regular budget after the proposed three-year project. In any case, the early staff attention given to local and regional programs will make them infinitely more self-sustaining if staff must be reduced at the project's end. Speaking developmentally, this is the time when NAIRO needs professional help,

and the field itself is, in many ways, at the same stage.

This project is described more fully in APPENDIX B.

* * *

Perhaps less urgent but no less important is the need to develop within NAIRO an informational services program to handle the growing number of requests for materials and factual data. Inquiries fall into two categories: those seeking information already available from intergroup relations agencies or other sources, and those seeking information not presently available from any source. To handle the former, NAIRO's proposed service would have to find out exactly what information was available and where such inquiries might be referred. To cope with the latter, it would be necessary to do the research and prepare the material, sometimes in pamphlet form, thus answering the inquiry but also making the information available to others with similar interest.

This three-year project will focus on the informational needs of workers in the field, lay leaders, institutions, citizens' groups, governmental bodies, and organizations in other fields. Most inquiries from students and the general public could be referred to existing agencies, if one but knew where to refer them. NAIRO does not propose to duplicate any agency services or publications; there are enough informational needs that have not yet been met to occupy fully the proposed staff person's time.

The service would meet one of two fates in 1962: support thereafter by existing agencies or liquidation if it has filled the informational gaps and can routinize referrals.

It is described in APPENDIX C.

These then are the projects to which NAIRO attaches greatest importance in its efforts to expand and improve its unique service to a field that has so many challenges and so many needs. The total budget, combining the normal operating income and the suggested project grants, would amount to approximately $57,000 --- less than .003% of the estimated $21,000,000 spent annually by intergroup relations agencies. Not one dollar in that modest budget would be spent on a program or service now provided by an existing agency.

APPENDIX A

PARTIAL SUBSIDIZATION OF PRESENT OPERATIONS: $10,000

(1) The JOURNAL OF INTERGROUP RELATIONS is a printed quarterly initiated by NAIRO in January, 1960, to fill a gap in published material presently available to intergroup relations workers and lay leaders.

It will present regularly articles on significant developments in the field, trends in intergroup relations work, and new techniques for dealing with changing problems. These articles will be written for the most part by professional workers -- rather than by social scientists whose research is already available in learned journals. It will be in essence an aid to effective action.

The JOURNAL is given to NAIRO members without charge. It will be sold to others at an annual subscription rate of $6. A paid circulation of 2,000 is expected to make the JOURNAL self-supporting; subscriptions over that figure will begin to produce operating income for NAIRO.

It is hoped that the break-even point can be reached in two years; a paid circulation of 2,500 or even 3,000 in three years. In the meantime, the JOURNAL will cost NAIRO $6,060, on the following budget:

Printing	$3,060
Editorial Services*	2,000
Distribution	500
Promotion	500
	$6,060

(* Paid to editor; articles are contributed)

Because of its value to the field, NAIRO has launched the JOURNAL with money from its operating budget. Because of the severe financial strain that this represents, NAIRO seeks an annual subsidy of $6,000 for three years, until the JOURNAL becomes at least self-supporting.

(2) There is a need for occasional special publications that NAIRO is best suited to prepare and publish as part of its unique service to the field.

Examples: "Civil Rights in the Nation's Capital: A Report on a Decade of Progress" (1959) - special survey by NAIRO's Commission on Civil Rights, and the first such study of Washington, D.C., integration and desegregation since 1948.

"Directory of Intergroup Relations Agencies With Paid Professional Personnel (1959) - first such listing published in eleven years.

While these can and will be sold, hopefully at a modest profit to NAIRO, the initial outlay of approximately $2,400 apiece represents another severe strain on NAIRO's budget. The return from sales may stretch over a period of several years.

There are, in addition, instances where it would be to the field's best interests to be able to offer the pamphlets without charge or, at least, at cost. This is seldom possible where operating budget has been committed.

The Washington, D.C., study is a case in point: published initially as a mimeographed report to NAIRO members only, it was reissued as a printed pamphlet at the request of Washington and other Southern professionals, for circulation as an answer to charges that desegregation was not working and could not work. Because of its importance, NAIRO is selling the pamphlet - in bulk - at cost; it has not yet paid for itself.

Among Publications Contemplated

(a) A guide to the formation of public human relations commissions and citizens' human relations councils. (This would answer some of the questions received most frequently by NAIRO.)
(b) A biennial revision of the directory of agencies, to keep this important reference piece up-to-date.
(c) A report on guidance, training and apprenticeship factors affecting minority group employment (copy prepared by NAIRO Manpower Utilization Commission but not yet published).
(d) A guide to intergroup relations services of national agencies available to local agencies and citizens' groups (material now being collected).
(e) A survey of intergroup relations research needs (material now being collected by NAIRO Research Services Commission).

NAIRO seeks, for three years, an annual publications subsidy of $2,500 to permit preparation and printing of pamphlets. It commits itself to at least one such publication each year.

Such a subsidy would perpetuate itself after the three-year period as a revolving publications fund. The sales return is too slow to permit less than a three-year margin, but publications income after the first three years would insure continued activity in the pamphlet field.

(3) Communication and exchange of information occur best through face-to-face discussion, and there is no substitute for local and regional meetings. In recent years, NAIRO has given high priority to the formation of local chapters, the organization of regional meetings, and the development of city-based study commissions.

There are informal local NAIRO groups (now to become Chapters) in eight cities, but these need program help. There are, in addition, at least ten other cities where such groups might be formed. NAIRO has eight regions, at varying levels of activity, but only one held a regional conference last year. City-based commissions have functioned in several cities, but their progress has been slow.

Development of local program activity needs greater stimulation by NAIRO officers, regional chairmen, and staff. Their modest travel allowances represent another strain on the budget, and yet the importance of this direct aid cannot be ignored. Local and regional groups also need more

services and materials, even occasional financial aid in arranging local meetings or regional conferences.

NAIRO seeks, for three years, an annual subsidy of $1,500 for travel and other expenses designed to help local programs. The return in new members and increased member participation will make this operation more than self-sustaining by 1962. In the meantime, there will be substantial and direct benefit to the field and its workers.

Again, the unique role of NAIRO becomes important: local or regional NAIRO meetings, by definition, bring together workers and leaders from all types of agencies -- and free them to consider intergroup relations problems without restrictions of agency policy.

* * * * *

As a subsidy for present NAIRO operations, $10,000 is sought annually for three years:

JOURNAL OF INTERGROUP RELATIONS	$6,000
Other Publications	2,500
Aid to Local Program Activity	1,500
	$10,000

APPENDIX B

ASSOCIATE DIRECTOR

NAIRO seeks funds to employ an Associate Director for a three-year period, on an annual supplementary budget of $15,000.

BUDGET (ANNUAL)

Salary, Associate Director	$ 8,000
Secretarial Services	3,600
Travel Allowance (75-90 days in the field)	2,500
Employee Benefits (Associate Director & Secretary: Social Security, Hospitalization Insurance; Associate Director: 5% Severance Pay Reserve for first two years)	900
Office Space (Chicago)*	---
	$15,000

(* At least experimentally, the Associate Director will operate out of Chicago, to offer greater service to Midwestern workers and agencies, and to reduce travel costs. Office space there will be donated by a social welfare agency.)

The Associate Director will share with the present executive responsibility for the following activities:

* Liaison and Communication: Field trips to bring to workers and agencies information about developments, trends, new techniques, and program activity in other parts of the country; to help in the organization of local groups and special NAIRO programs; and to gather data on the field's needs.

* Development of Consensus on Goals: In 1960, NAIRO will focus special attention on discussions leading to consensus on the goals, directions and priorities in intergroup relations for the next decade. A vital part of this process will be the stimulation of local and regional groups, to study questions developed at national consultations. In 1961 and 1962, the process will continue, but with increasing emphasis on the interpretation of this to other disciplines and the general community.

* Training and education: The Internship Program is but one aspect of NAIRO's concern with the recruitment and preparation of new workers. In addition to giving overall supervision to the individual intern training programs, NAIRO seeks to help develop special staff seminars, to encourage educational institutions to offer better educational programs for intergroup relations workers, and to stimulate veteran professionals to draw together the knowledge and techniques that they have developed in this embryo field, for transmission to others.

* Organization: The Annual Conference, the various committees, the Departments, and the study commissions need service if they are to function successfully. Scattered as they are across the country, these various bodies require considerable attention through field trips and correspondence.

APPENDIX B (2)

In approving the employment of an Associate Director, NAIRO's Board accepted two alternatives for 1962:

(a) Additional staff time will have stimulated the various NAIRO bodies (organizationally and programmatically) to the point where they will be able to operate with fewer staff field services. Field services and other help from NAIRO officers and regional chairmen will be generated by better organization at the local and regional levels. NAIRO will be able to function without an Associate Director, or

(b) Membership will have grown to a figure exceeding present 1962 goals; agency services - on a fee basis - will have been developed by NAIRO along lines so important to the present existence of such bodies as the National League for Nursing or the National Association of Housing and Redevelopment Officials; new special projects will have begun; and NAIRO will be able to absorb the Associate Director into its regular operating budget.

* * *

There will be no delay in the organization and implementation of this project. NAIRO's Executive Committee has already approved the choice of Lloyd Davis, its present Vice-President, as Associate Director.

Lloyd Davis is executive secretary of the Catholic Interracial Council of Chicago, and has held that post since 1953. Presently NAIRO's vice-president, he has also served as 1959 Conference Program Chairman, as 1958 chairman of the Department of Local Private Agencies, and as an officer in Chicago NAIRO.

Although only 31, he is chairman of the forthcoming Annual Convention of the Catholic War Veterans, First Vice Commander of the CWV of Illinois, executive committee member of the National Catholic Conference for Interracial Justice, and a part-time instructor in sociology at Loyola University.

He has accepted the three-year appointment, if the post is created.

APPENDIX C

INFORMATIONAL SERVICES PROGRAM

NAIRO seeks funds to establish an Informational Services Program for a three-year period, on an annual supplementary budget of $13,000.

BUDGET (ANNUAL)

Salary, Information Specialist	$6,500
Secretarial Services	3,600
Office Expenses (postage, telephone, rent, supplies, mimeographing -- over present budget allocations)	2,000
Publications Purchases, subscriptions	150
Employee Benefits (Specialist & Secretary: Social Security, Hospitalization Insurance; Specialist: 5% Severance Pay Reserve for two years)	750
	$13,000

The purpose of this program is to survey the informational resources of intergroup relations agencies and other organizations, to compile and publicize a list of the publications and services available from each, and to refer inquiries that can be answered by existing services to the proper source.

An equally important purpose is to determine from the survey of existing resources and from inquiries the areas in which information (including publications) is not available, to stimulate or carry out the research necessary to fill these informational gaps, to prepare and release this information as obtained, and to answer inquiries that cannot now be handled by existing sources.

Sample inquiries: Referrable

"I am writing a term paper and need information on race relations progress in the past years."

"Send me examples of successful housing integration around the country."

"How many affiliates of the American Dental Association are integrated?" (Probably referrable, but where?)

Sample inquiries: Not Referrable

"How do I organize a citizens' human relations council? a public human relations commission?"

"How many municipal intergroup relations agencies have subpowna powers?"

"What research has been done on the effectiveness of community organizers working with members of their own racial group, in contrast to those working with members of another racial group?"

APPENDIX C (2)

All of these inquiries have been received, some more than once, by the NAIRO office.

Most of the presently non-referrable inquiries could be answered with a minimum of effort, e.g., a few dozen letters would produce the exact data on municipal agencies with subpoena powers. But NAIRO is the logical organization to secure this information -- and does not now have the staff or time to do the necessary research.

An enormous amount of information is available, but, since the demise of the American Council on Race Relations, no organization has even attempted to survey resources, collect publications, and systematically refer inquiries to the best source. Since it is non-competitive and non-partisan among intergroup relations agencies, NAIRO is equipped to cope neutrally with the survey and with inquiries that may come to its attention.

Primary focus will be on informational service to intergroup relations workers, lay leaders, agencies, citizens' groups, institutions, social welfare organizations, governmental bodies, labor unions, and even industry ("Is it legal to require, as a condition of employment, that deliverymen agree to take a lie detector test on request?"). Most inquiries from students and the general public can be referred to existing agencies, thus maintaining NAIRO's special role and conserving its modest staff resources.

This service would meet one of two fates in 1962:

(a) If it has proven to be of sufficient value to agencies in this field, they will have the opportunity to support it or absorb its functions, <u>or</u>

(b) If it has succeeded in filling the major informational gaps and in routinizing referrals of inquiries, it can pass out of existence, having made its contribution to the field.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

1960 BUDGET

Anticipated Receipts

McGregor Fund (Terminal Internship Grant)		$ 2,500
Special Funds Drive (Contributions)		1,500
Interest on Savings Account		200
Membership Dues:		
New	$1,500.00	
Renewals	6,500.00	8,000
Publications:		
JOURNAL		3,000
DIRECTORY		3,500
CIVIL RIGHTS reprint		2,000
Other		300
1960 Annual Conference: Non-member registrations		300
TOTAL		$21,300

Anticipated Expenditures

Administration (National Office)		
Salaries		14,830
Executive Secretary	$10,000	
Office Secretary	4,530	
PT Clerical Help	300	
Employee Benefits		417
Hospitalization	97	
Social Security	320	
Office Expenses		8,206
Hospitality	125	
Rent	1,356	
Equipment	250	
Equipment Reserve	100	
Printing	1,200	
Postage, Mailing	1,200	
Telephone	750	
Office Supplies	600	
Travel, Exec. Secretary	2,500	
Subscriptions	25	
Miscellaneous	100	
President's Office		200
Treasurer's Office		460
Bookkeeping	300	
Audit	75	
Supplies	20	
Postage, Telephone	30	
Bonding	35	

1960 BUDGET (2)

Anticipated Expenditures (continued)

JOURNAL OF INTERGROUP RELATIONS (Four issues)	$ 6,060
PUBLICATIONS	
* DIRECTORY OF INTERGROUP RELATIONS AGENCIES	2,400
* CIVIL RIGHTS IN THE NATION'S CAPITAL	2,100
COMMISSION REPORTS	400
PROMOTION (LOCAL ACTIVITIES) . . . . . (Regional Chairmen Allowance, 8 at $100 each)	800
INTERNSHIP SEMINAR	1,500
* CONSULTATION, "Goals, Directions and Priorities in Intergroup Relations in the Decade Ahead" -- January 20-22 meeting; costs shared with the American Jewish Committee. NAIRO share	2,500
MISCELLANEOUS	100
	$39,973

(* Special Program Expenses Contracted or Approved in 1959)

* * * *

Projected Summary Statement, 1960

Anticipated Receipts	$21,300
Anticipated Expenditures	39,973
Excess of Expenditures over Receipts	$18,473

* *

To Meet Deficit: From Cash Reserve for Special Program Expenses (1959) . .	$ 7,000
From Cash Reserve or through Budget Economies . .	1,473
From Grant Sought	10,000
	$18,473

* *

Anticipated Cash Balance, January 1, 1961 (With Grant of $10,000 Sought)	$ 8,844.43
Anticipated Deficit, January 1, 1961 (Without Grant of $$10,000 Sought)	1,155.57

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via air mail

April 7, 1960

Mr. John V. P. Lassoe, Jr.
N. A. I. R. O.
Room 209, 426 West 58th Street
New York 19, New York

Dear John:

Your letter to Mire was, indeed, a helpful one, full of good ideas and sound advice. I must add, however, that Mire is overstating the case if he says the proposal has my endorsement. While I did react favorably to the general idea, I also criticized the proposal in some major respects -- notably, the overly large scale on which they propose to begin activity in the South. There is also the fact that only a fraction of the proposed effort deals directly and overtly with human relations; the rest is just interracial workers' education.

But all this is academic, and recognized tactfully in your letter to Mire.

I'm sorry to hear that Taconic has evidently nixed the NAIRO request. Even so, I don't think this necessarily indicates a revision of your material. Try it on Vernon Eagle and Dave Freeman, if you haven't already. If they have serious criticisms, then revision might well be considered.

All the best.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

March 30, 1960

Mr. Harold Fleming
Executive Director,
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

I was somewhat startled to receive a copy of Joseph Mire's proposal, sent at Mrs. Eddy's suggestion since I"might be able to offer advice on sources of financing".

You can be sure that I responded quickly. I only hope that it was helpful, too. Truth is, there seems to be little likelihood that other IR-oriented foundations will accept this, which explains my lengthy commentary.

I was sorry to read in the newspaper that you were ill. I hope that it is nothing serious.

The continuing silence at Taconic regarding NAIRO's proposal has convinced me that all is lost. I am now about to approach Field, New World et al. If you have any suggestions for improvement, therefore, we can assume now that they are needed to strengthen our case.

It was good to talk with you in Washington, and I thank you for your advice and comments.

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

Enclosure

mp

March 30, 1960

Mr. Joseph Mire
Executive Director
National Institute of
Labor Education
Box 2215
Madison 5, Wisconsin

Dear Mr. Mire:

Thank you for sending me the copy of your proposal on intergroup relations. Since I shall be out of town during your visit to New York, I felt that I should reply by mail as quickly as possible.

The proposal has unquestionable merit and, given the proper selection of participants, offers considerable promise of a significant contribution to Southern community relations. The various projects, but especially that relating to the training of full-time staff members, bear healthy resemblance to the successful national and regional police-community relations institutes sponsored by the National Conference of Christians and Jews. I am, in short, not at all surprised that both Harold Fleming and Boris Shishkin have given this their endorsement.

Conferences (also workshops, institutes and consultations) without follow-up are like apple pie without cheese. I suppose that contact with the alumni will be maintained by international union field staff or by the newly-trained Southern local staff; indeed, this is implicit in the proposal. I should like to see this made explicit, however, and I wonder if it might not merit a separate appeal for funds, directed to foundations or to the international unions.

The foundations with an active interest in intergroup relations are few and can be listed quickly: The Field Foundation (Maxwell Hahn, Executive Vice-President), the New World Foundation (Vernon Eagle, Executive Director), and the Rockefeller Brothers Fund (David Freeman, Consultant). There are a few others that operate and give in specific localities, but I know of none in the South. In any case, the three mentioned above do have a national scope; all are located in New York. The McGregor Fund in Detroit might be a possibility for support of one of the more modest projects.

Since the number of such foundations is so pitifully small and since the demands made upon them are so great, I am always tempted to think of other foundations that might be approached, especially if the proposal can be formulated in such a way as to offer its intergroup relations impact as a by-product of a broader purpose.

In this light, I suggest conversations with The Fund for Adult Education regarding a possible grant under its program, "Education for Public Responsibility." I see your proposal under either of two of the Fund's major areas of concern: work with educational organizations and work with national organizations.

Similarly, I find myself wondering if your proposal might be re-formulated to fall within one sphere of interest of the Ford Foundation, namely that relating to community self-help and development. I understand that quite a few grants have been made to community organization projects; the community relations aspect of your proposal might be considered appropriate. The Foundation makes no grants for intergroup relations work per se, but would probably not object if this were an obvious by-product.

I do not need to be told the importance to intergroup relations of the literacy education project and I applaud its inclusion. I do wonder, however, if this particular appeal might not be directed to some foundation (Carnegie? Rockefeller? Hartford? Lilly? or even one of the company foundations?) that would normally avoid contact with intergroup relations per se.

I know from recent involvement in a community self-help project that the National Institute for Mental Health (governmental) operates under an increasingly broad definition of "mental health" or "mental illness prevention." The magnitude of your proposal would not frighten the Institute, and I think that the community relations and adult leadership training aspects of the projects might be squeezed into its concern.

I hope that you do not think that I suggest that this project does not have sufficient intergroup relations impact to attract the support of one of the few foundations oriented to this work. I hope, too, that you realize that I am not suggesting abandonment of the intergroup relations aspect. In truth, I am only suggesting that this proposal -- unlike some others developed in our field -- might be launched under a slightly different guise without losing its reason for being.

It is unfortunate that we cannot meet next week, but I hope to have that pleasure when you come to New York again.

In the meantime, I wish you the best of luck in your search for funds for this project. I will keep my fingers crossed.

Sincerely,

JOHN V.P. LASSOE, JR.

c/ Mrs. Jane Lee J. Eddy

mp

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

May 5, 1960

Mr. Harold Fleming
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

I thought that you might be interested in seeing the enclosed document, our final revision of bulletin on career opportunities in intergroup relations. You will notice that all of the suggestions offered by Paul Rilling and you were accepted.

I hope that we will have the pleasure of seeing you at the meeting in Cincinnati this month. If you attend, you may join in the general sadness as I report on our unsuccessful attempts to secure foundation grants for our expansion. Whatever the real reason may be, and I suspect that the fear of professionalism still looms large, we received from all sides the answer that foundations are presently interested in giving their funds for action programs in the South. While I applaud this belated and, I trust, overwhelming recognition of your needs, I do shed a modest tear for NAIRO, which will soon be forced to make its own emergency appeals.

Be not dismayed! I have not given up and still think that we can keep the organization alive. It does make a body wonder none the less.

Best wishes, as always.

Sincerely,

JOHN V.P. LASSOE, JR.

lrb

Enclosure

Dictated, but not read

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

CAREERS IN INTERGROUP RELATIONS

This bulletin attempts to summarize the best information and advice available to those interested in a career in intergroup relations. It comprises a description of the field, some facts about professional job openings, generalizations about job requirements, and suggestions for those seeking employment.

THE FIELD OF INTERGROUP RELATIONS

What is intergroup relations? There are almost as many definitions as there are organizations and workers in the field, but there might be general agreement on this: The immediate goals of intergroup relations are the reduction of prejudice and the elimination of discrimination against individuals because of their race, creed, color or national origin. Intergroup relations shares with other disciplines the long-range goal of establishing a society in which groups interact harmoniously and individuals enjoy maximum dignity and opportunity.

Note that intergroup relations is broader than the term "race relations;" it encompasses interreligious relations and intercultural relations, as well as interracial relations. "Human relations" and "community relations" are common if inaccurate synonyms.

An intergroup relations agency then is an organization whose primary purpose is to advance one or both of the field's immediate goals. Its activities may be largely educational or may, on the other hand, focus on social action. It may concern itself with the needs or problems of one minority group -- or with problems of all groups. It may be privately supported (memberships, contributions, community chest funds, foundation grants, etc.) or it may be governmental and therefore financed from public funds.

Governmental or public agencies may operate under federal, state or municipal authorization. Federal agencies and departments are clustered in Washington, D.C., although some departments maintain regional offices around the country. State agencies are located in the state capital or largest city; a few also maintain field offices. Municipal intergroup relations agencies are located in just about every non-Southern city with a population over 250,000 -- and in some that are considerably smaller.

The private or voluntary agencies may be sponsored by a minority or religious group, or may be more general and non-sectarian in character. There are some independent regional, state or local private agencies, but the national agencies (and their regional or local branches and affiliates) constitute the bulk of the voluntary organizations and employ most of the non-public agency personnel in this field.

Note that the agencies have varying philosophies, objectives, methods and resources which shape their functional activities and affect the nature of the programs in which they are engaged.

There are, in any event, some 300 intergroup relations agencies with paid pro-

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fessional staff in the United States and -- counting all local affiliates of national organizations -- a total of over 600 separate staffed offices. NAIRO estimates that 1,500 professional workers are employed full-time by these agencies or by intergroup relations departments of agencies with a broader scope.

Intergroup relations is a young field. Although several of the national private agencies were established as early as 1906-1920, most intergroup relations agencies -- and especially those that are governmental -- have come into existence since World War II. NAIRO, professional association of intergroup relations workers, was founded in 1947.

Openings. It has been estimated that resignations, retirement, and agency expansion create some one hundred professional openings each year. Perhaps one third of these might be open to persons without previous intergroup relations experience, although most would require at least an advanced degree or work experience in some related field. This is not an optimistic picture, given the number of individuals seeking careers in intergroup relations, and yet hundreds have found their way into the field -- from a wide variety of education and experience backgrounds.

The Jobs. An intergroup relations worker might be assigned to one or more of the following duties: research, complaint investigation, negotiation, community organization, membership recruitment, publicity, writing, fund-raising, education, administration, leadership training, etc. Or, instead of a functional assignment, he may specialize in a subject area: housing, employment schools, police-community relations, interreligious understanding, etc. In the larger agencies, he may have one function or be assigned to one subject area; in most intergroup relations agencies -- the one-man or two-man offices -- the worker will have many functions covering several subject areas.

Geography. Most intergroup relations agencies are in the Northeast, Midwest, and Far West, although there are growing needs and opportunities in the South. Not too surprisingly, the number of agencies in a city increases in proportion to its size; in the larger cities, one finds more agencies, more jobs ... and more competition.

In the South, most if not all positions are with private agencies, generally one-man or two-man offices. Preference is given to Southern applicants, especially for field work positions.

There are other important geographic limitations. Some of the city and state public agencies have residence requirements for all job applicants: one must be a resident when one applies and, in some cases, one must have lived there for one, two or three years. This is often written into law, requiring formal waiver when an "outsider" is hired. Other public agencies do not require residence but give preference to qualified residents. And, everything else being equal, most agencies -- private as well as public -- prefer to hire someone who already knows the area in which the agency operates. This is especially true of beginning jobs.

Unfortunately, there is another geographic limitation. No agency will hire a staff member without interviewing him, and few agencies have funds with which to bring applicants from any distance for interviews. It is usually true that an applicant cannot be considered for an opening unless he lives in an area or can get to it at his own expense. Agencies regret this fact, but it is a budgetary limitation.

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Salary. There are no set salary standards, maximums or minimums. It is even difficult to generalize about averages. As a rule, however, starting salaries fall in the $4,200 - $5,700 range; middle salaries are in the $5,200 - $8,500 range; and executive salaries in the $7,000 - $15,000 bracket. Salaries will vary according to size of agency, nature of agency, and -- at least in the case of public agencies -- size of city. Note: Many agencies do not have positions for beginners; the lowest salaried post in the agency may require one to four years' experience ....

WHAT MUST YOU OFFER?

Experience. Work experience in an intergroup relations agency or in a related field is still the most valuable asset. What are considered to be related fields? Social work, especially community organization; social welfare; housing; adult education; journalism; public relations; religion; personnel and vocational guidance; investigation; etc. Professional experience in almost any voluntary agency will be helpful if it involved work with volunteers, agency program planning or work with Boards and committees. Two years' experience in one of the related fields would suffice for most starting jobs in intergroup relations.

Education. A college degree is almost essential, but seldom enough by itself. Since intergroup relations agencies have few beginners' jobs, something else -- preferably experience -- must be offered. A master's degree in an appropriate field is helpful, and many agencies will accept this in lieu of one or two years' experience. (Some agencies -- notably the Urban Leagues -- require a master's degree for most positions.) A doctorate is impressive but unnecessary, except perhaps for positions in intercultural education or in research.

Appropriate fields of study? Social work, sociology, human relations, public administration, psychology, religion, anthropology -- and for some positions: law, education, journalism.

Service. Agencies are interested in an applicant's volunteer service in intergroup relations, especially if the person has no professional experience. Prior involvement in the program of one or more intergroup relations agencies offers some indication of commitment and suggests at least a modest exposure to intergroup relations goals and methods. Participation in one of the many summer human relations workshops will be noted fsvorably by agencies.

Personal. Intergroup relations work is difficult, demanding and delicate. Although hard to measure, certain personal qualifications are given great weight in the hiring of new workers:

(1) Dedication: You will need a sincere and well-motivated belief in the goals of intergroup relations, and you will not be happy in this field unless you are prepared to live your beliefs, to practice as well as preach the treatment of all human beings as individuals.

(2) Emotional Stability. For your own sake, and the sake of the greater good, you must be emotionally stable and mature enough to cope calmly and judiciously with irrational people and trying situations. An angry personal reaction is a luxury that must usually be sacrificed in this work.

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(3) Sensitivity and Perception. The most difficult to assess and perhaps the most difficult to develop, these qualities are also the most important. In intergroup relations, one must be especially sensitive to the feelings of others, the nuances of delicate situations, the "hidden agendas" that people bring to any conference. One must have a high degree of empathy and an ability to assess people and situations accurately and quickly. This is aided by a broad general understanding of people and of community structure.

HOW AND WHERE TO LOOK

STEP I. Contact the intergroup relations agencies in your area, especially those to which you are known through volunteer service. They may have openings, know of openings elsewhere (including agencies in related fields) or be able to offer sound advice on additional preparation. Affiliates of national agencies may also be in a position to pass your name along for consideration when openings arise in other cities, if you are willing to relocate.

STEP 2. Consider carefully some of the fruitful and important areas of work on the "fringes" of intergroup relations. These other agencies may offer challenging careers in themselves but should, in any case, help you move later into an intergroup relations agency. Many of them are in fields easier to enter than intergroup relations, will more readily accept and train beginners, and may be more interested in skills and education that you already possess.

Your search might include the following, especially if they operate or are located in mixed or changing neighborhoods: settlement houses, community cneters, churches, schools, neighborhood associations, social welfare agencies or civic associations, various city and state governmental agencies, housing projects.

If your city is small, you may be able to contact these personally. In larger cities, you might contact the local council of social welfare agencies, the professional placement service of the state employment agency, and some of the local coordinating bodies in the various fields.

STEP 3. If you are willing and able to relocate, and if you think that you have appropriate experience and education, send a resume to the major national organizations and to any of the larger state and municipal agencies in areas to which you would be willing to move. How to locate these? Buy-- for two ($2.) dollars -- the DIRECTORY OF INTERGROUP RELATIONS AGENCIES WITH PAID PROFESSIONAL PERSONNEL, published by NAIRO in late 1959.

STEP 4. Again, if you can relocate and if you have appropriate experience and education, consider joining NAIRO -- at least as an associate member -- to take advantage of its Personnel Registry. Members listed on the Registry receive prompt notice of all intergroup relations job openings posted with NAIRO (forty to fifty jobs annually). Annual dues are $15, entitling you to all services and publications. Details on request.

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STEP 5. Various fields peripheral to intergroup relations maintain their own personnel service, and you might want to register with some of them, depending on your interest and background. Examples are: National Association of Housing and Redevelopment Officials, Community Chests and Councils of America, American Society for Public Administration. Do not overlook the professional placement service maintained by the state employment agencies, some of which even exchange information on openings. In very large cities, some commercial employment agencies specialize in non-profit agency professional placement.

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REVISED: May, 1960

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MAY 2, 1960

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63 AUBURN AVENUE, N.E.
ATLANTA, GEORGIA

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June 29, 1960

Mr. John V. P. Lassoe, Jr.
N. A. I. R. O.
Room 209
426 West 58th Street
New York 19, New York

Dear John:

Thanks for your two recent letters, which I am taking the liberty of answering in one.

The JOURNAL is an impressive job. We'll be glad to distribute the flyer as an enclosure with New South. (Total needed: 5500.) In all honesty, I should warn you that returns on such enclosures in the past have been mighty slim. But we're willing if you are.

An alternative would be to note the JOURNAL nad briefly review the contents of this issue in the "Highlights" department of New South.

I have no bright ideas for "Civil Rights in the Nation's Capital" -- unless the Republican National Committee will buy them up. Slightly more seriously, has the USIA bought any? The report ought to be stocked by every overseas library. Down here, I just don't know where there is any potential market. We've about gotten out of the pamphlet-selling business, except for wholesale orders from other organizations.

Delighted to hear about the awakening of South Central.

In response to your earlier letter, this is the first I've heard of my responsibility at the annual conference. Are there any funds for participants travel, if they don't otherwise be at the conference?

Cordially,

Harold C. Fleming
Executive Director

HCF/mf

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NAIRO Newsletter

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

June 24, 1960

Dear Harold:

Fred Routh suggested that I write to you about two steps that might offer modest aid to NAIRO in its hour of need.

Would it be possible for you to distribute the enclosed JOURNAL flyer with "New South"? Or is there any other way that you might call it to the attention of your list in the South?

Can you think of any untapped outlets for our pamphlet, "Civil Rights in the Nation's Capital"? We have only 900 in stock, but I confess that orders have dwindled to a trickle, steady but slender. In the interests of ready cash, we will part with any quantity over 10 at the 60¢ price. (As indicated on the enclosed, the price drops to 55¢ for 200-500 copies and to 50¢, on which we lose a little money, over 500.

Ideas will be appreciated. Also publicity.

You may be pleased to hear that our cousins are buzzin' in Little Rock, Baton Rouge and Austin, with talk about coming together under Mother NAIRO's aegis. In fact, Wade Mackie writes that the South Central Region will convene in Little Rock, probably on November 10-11. Nicest thing of all, I did nothing to stimulate this.

Best wishes.

Sincerely,

John

John V.P. Lassoe, Jr.

Enclosures

Mr. Harold C. Fleming
Executive Director,
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

CIVIL RIGHTS IN THE NATION'S CAPITAL:

A REPORT ON A DECADE OF PROGRESS

Available now in pamphlet form, this report received nationwide publicity when first released in September, 1959. Typical of press comment is the Washington Post (page one) story quoted in the attached Congressional Record reprint.

Articles by District of Columbia race relations experts analyze in detail the marked changes in patterns of segregation since 1947-8, covering such areas of Washington life as: housing, public schools, craft unions, federal employment, public and private health and welfare agencies, community institutions, public accommodations, District of Columbia government employment, and private employment. Other articles give thoughtful attention to the dynamics and techniques of the social change that serves as "something of a model" in the field of race relations.

Since racial integration in the nation's Capital is of importance to every American, this progress report belongs in your library! And since this report proves that rigid segregation patterns can be changed, it deserves wide circulation among those in your community who doubt that it is possible!

* * * * * *

CIVIL RIGHTS IN THE NATION'S CAPITAL: A REPORT ON A DECADE OF PROGRESS is a publication of the National Association of Intergroup Relations Officials. Edited by Ben D. Segal, William Korey, and Charles N. Mason, Jr., the report was prepared by members of the NAIRO Commission on Civil Rights. It appeared originally as Volume I, No. 5, of the Journal of Intergroup Relations, in September 1959. The present unabridged pamphlet edition was published in November, 1959.

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NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

June 20, 1960

Dear Colleague:

This letter is a special appeal to NAIRO leadership, to apprise you of NAIRO's desperate financial straits. We need $3,000 to complete this year's budget and something in the neighborhood of $20,000 for next year's budget.

This is not an appeal for personal funds from you, for I know the salary range of most of our professionals. This is an appeal to help get new members for the organization.

We see three benefits coming from a considerably increased membership:

(1) representing more professionals, board members--a wider segment of our field--NAIRO will speak with a bigger voice in the councils of professionalism;

(2) NAIRO will increasingly serve as a professional association, serving an increasing number of those engaged in intergroup relations, thus improving our efforts;

(3) each new member brings $15 to our coffers; the more members served, the lower is the per unit cost of serving them.

We have already asked every member of NAIRO to get at least one new member. We are asking you, as part of NAIRO's leadership, to get 3--5 new members between now and Sept. 1. We are trying to meet our financial obligations through other means too--special approaches are being made to foundations, to

large corporations, international labor unions, and interested individuals with money; also, a special appeal will be made to national agencies.

It is the consensus of those with whom I have talked on the west coast, in the midwest, and down east, that NAIRO today better serves professional needs of the workers in our field than at any time in its history. It would be tragic, indeed if, just as we reached this new level of effectiveness, it became necessary to close the national office for lack of funds. Your efforts can prevent this from happening.

Because of your demonstrated dedication to the field and to the Association, I ask you to do all in your power to secure from three to five new members and I promise you that your national officers will do all in their power to secure funds from the other sources mentioned.

Sincerely yours,

Fred

Frederick B. Routh,
President

FBR:tir

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

7 July 1960

TO: Members of NAIRO
FROM: John Lassoe, Jr., Executive Secretary
SUBJECT: FIVE IMPORTANT MATTERS

1) Please reply now to the enclosed, piteous request for cooperation, addressed to you by the chairman of our Resolutions Committee.

2) Please exercise the same splendid spirit of cooperation in replying to the enclosed questionnaire from the chairman of our Commission on Education.

3) While imbued with this incomparable elan, walk into the next office or pick up the telephone -- to enroll your member in NAIRO's "Each One Get One" membership drive..

And, leaping lizards, pay your 1960 dues now if you have not already done so!

4) Interested in migration and migrants? Do you work directly with newcomers (of any race, creed or national origin)? It has been suggested that those with special concern for migration and migrants come together in a special meeting at our Annual Conference in Cincinnati, to exchange information, ideas, and thoughts about continuing cooperation.

If interested, send your ideas (or at least your name) to:
PAUL ERTEL, JR., Commission on Human Relations, 54 West Hubbard Street, Chicago 10, Illinois. (Paul will arrange this meeting if enough professionals express interest.)

5) In the same vein, please give this your attention:

"The U.S. Census Bureau is under a great deal of pressure from the 'economy bloc' not to tabulate and publish data which is not directly related to business or to congressional representation. I would heartily recommend that every NAIRO member write in the name of his organization, along the following lines, to: Dr. Conrad Taeuber, Assistant Director, Bureau of the Census, Department of Commerce, Washington 25, D. C.

a) Ask, in general, for a memorandum on the types of Census materials that will be available, and when, and ask to be put on the Census Bureau mailing list to receive announcements of availability.

b) Ask or urge that Series P-E reports be prepared on the Negro population, the Spanish-speaking population of the United States (this would include Mexicans, Puerto Ricans, Cubans, Filipinos, immigrants from Spain or the Spanish-speaking countries of the Western hemisphere), and any other group of special interest to the member's organization.

c) Ask specifically about Census tract material for his city when it will be available, and exactly what it will contain." ./.

FIVE IMPORTANT MATTERS (2)

This good suggestion comes from CLARENCE SENIOR (Migration and Metropolis Study, American Society of Planning Officials). There is no need to quote Clarence when writing, of course, but you know now that the recommendation comes from a highly knowledgeable source.

Note: The Census Bureau P-E series consists of special reports with data tabulations not published elsewhere. (1950 samples: a report on persons born in Puerto Rico or of Puerto Rican descent living here; a report on the Spanish-speaking population of the five southwestern states.) It is in these reports that intergroup relations workers would hope to find the most significant cross classification of raw data noted in the other series, if the Bureau can be persuaded to include them. Incidentally, reports of the P-E series are scheduled for release in 1962.

HANDY CHECKLIST

- [ ] "Statement of Concerns" ideas sent to Joe Robison.
- [ ] Education Commission questionnaire returned to H.H. Giles.
- [ ] New membership, with dues, sent to NAIRO office.
- [ ] (For those interested) Note dropped to Paul Ertel.
- [ ] Letter written to Dr. Conrad Taeuber.

fib

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

July 7, 1960

Dear Harold:

Railway Express is bringing you 5,500 copies of our JOURNAL flyer. I am very grateful for your willingness to distribute them with New South. The returns may be slim, as you suggest, but we do want to be certain that all likely readers have a chance to subscribe.

I shall again approach USIA about the purchase of "Civil Rights in the Nation's Capital." Twenty-five copies were purchased some time ago, but they might be persuaded to order again.

With regard to your Annual Conference assignment, I must report ruefully that travel funds for participants in Commission sessions are simply not available. These Commission meetings are concurrent and number seven. This means an average attendance of 40-50 persons. Meager funds, raised by the host city committee, simply will not permit payment of expenses for any but the major speaker(s) at general sessions.

Fairly concrete promises and one or two small gifts have begun to trickle in, and I have fairly high hopes that we shall raise the $2,500 or so needed to keep us in operation through 1960. In the meantime, we continue to put together choice packages calculated to make philanthropoids respond with Pavlovian instinct ... just doing what comes naturally, like writing cheques or even checks.

Good wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

Mr. Harold C. Fleming
Executive Director,
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

September 23, 1960

Mr. John V. P. Lassoe
Executive Secretary
N. A. I. R. O.
Room 209, 426 East 58th Street
New York 19, New York

Dear John:

As I have explained profusely to Fred in a telephone conversation the other day, I was deeply disappointed to have to miss the NAIRO Board Meeting again. I had long planned to come, but between SRC's move to new quarters and the jailing of Bob Hughes in Birmingham, my situationbbecame completely unglued.

I will be more than glad to help out in the session on the sit-ins.

As for a Southern youth, one of the most personable and articulate is Charles Jones, a graduate student at Johnson C.Smith in Charlotte. His address is 2212 Trade Street. Paul Rilling agrees that Jones would be the best bet. If this does not work out, however, let us knowand we will suggest alternative possibilities.

It occurs to me that I am also responsible for a Commission session on theppreceding evening. In view of the special session which you and Saal are organizing, I will plan to deemphasize the sit-ins in such panel discussion as I may arrange.

I am sending a copy of this note to Saal Lesser.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
cc: Saal Lesser

Memo FROM THE DESK OF **HAROLD FLEMING**

9/17/60

PR -

Will you give some attention to whom we ought to suggest to Lassoe. (Maybe JC can help.)

I should answer him on my return next week.

Thanks.

H.

Charles Jones
Charlotte, N.C.

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

September 15, 1960

Dear Harold:

Since I am not sure that you will attend tomorrow's Board meeting, I write to place another request -- for participation and information -- before you. We do seem to call on you for alot, don't we?

At the NAIRO Conference in November, we want to have a special session on the sit-in movement. This was decided by the Program Committee, and a few of us worked out the details yesterday. We want to have a panel of participants or representatives of groups involved: Herb Wright from the NAACP, someone from CORE (to be suggested by Marv Rich; hopefully, a Southern youth), and someone from the Southern Leadership Conference wing (also a Southern youth, hopefully suggested by you).

We would like you to precede this panel with a brief (15-20 minute) report on what has been happening since last February, to help all of us get our facts straight and our thinking in perspective. We would then invite brief comments from the panel on their feelings about the sit-ins, after which the meeting would be opened for what we hope will be a good question-answer-and-discussion exchange. Oh yes, the theme of the meeting: "The Southern Sit-Ins: Challenge to Intergroup Relations Agencies?"

We are looking for articulation by the youth or their representatives of their deep feelings about the role of youth in this witness, the role of adults, and the role of the organized civil rights agencies. We want to be told if and where we missed the boat, how and where we (as a field) and help, and what they see as the next round.

So, sir, we would like (a) your acceptance as our fact-bearer and (b) your suggestion(s) of youth who will talk straight about the movement as a youth movement and, essentially, a Negro movement. (We Yankees understand that there are many young leaders who view it in that light.)

Saal Lesser of the Encampment for Citizenship will be the moderator of the session nad has agreed to recruit the panelists. You might want to send your ideas and suggestions directly to him: 2 West 64th Street, New York, New York.

We will pay the expenses of the two young people who are finally invited, but you (and Herb Wright) have been around NAIRO long enough to know that we can never offer the same inducement to our members.

The session, incidentally, is scheduled for 8-10:30 p.m. on Wednesday evening, November 16th.

I and Saal look forward to hearing from you.

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

mp

Mr. Harold Fleming
Executive Director,
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

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ROOM 209, 420 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

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OCT 7 1960

5 October 1960

Dear Harold:

I am delighted that you will be able to help out in the session on sit-ins. Saal Lesser will be in touch with you shortly about this.

You are quite right in assuming that you are responsible for planning a session of your Commission on the preceding evening. I must warn you that I will be harassing you increasingly for your topic and participants, for listing in the printed program. I suspect that the printer will give me an October 20th deadline on this.

May I take this opportunity to thank you for your help in promoting JOURNAL subscriptions in the New South mailing. It is hard to identify every subscriber's source, but Frankye and I credit the mailing with a minimum of 40 returns. This looks very good in the light of our modest total circulation.

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

fib

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Chairman
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OCT 20 1960

October 19, 1960

Dear Harold:

The deceptive thing about the Chinese Boot is the fact that you never feel a thing until someone starts to turn the screws. Uncomfortable now, isn't it?

My copy deadline for the printed program is next Wednesday, October 26. In fact, I leave for Cincinnati that night to deliver it to the printer. May I have from you by then the title, chairman, and participants of your Commission session at the Conference?

The Southern sit-in session has been resolved in a manner deemed to be less threatening to certain agencies. There will be two students following your presentation with personal observations on the genesis, meaning, and future of the movement: Charles Jones and Joe McNeal (Greensboro A & T). We decided against having one from NAACP, one from CORE, and one from the Coordinating Committee. McNeal is, of course, from NAACP, but Jones seems neutral if, as we understand, he is now working for FOR.

Jim Farmer (NAACP), who attended the Atlanta meeting last weekend, gave us a gloomy report. He felt that much steam was lacking now and observed that the perhaps-inevitable organizational scramble for status seemed to dominate the proceedings. I hope that he is wrong.

I hear that SRC's integrated rest room may soon be used by new neighbors. Poor John was certainly downcast at the thought of moving in the middle of such a busy period -- and with so much printed material in stock, too.

Best wishes.

Sincerely,

John

JOHN V.P. LASSOE, JR.

mp

Mr. Harold Fleming
Executive Director,
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
Room 209, 426 West 58th Street, New York 19, New York

March 27, 1961

TO: George Culberson
Robert J. Greene
Frederick B. Routh
George Nesbitt
Booker T. McGraw
John G. Feild
Harold Fleming

FROM: John Lassoe

SUBJECT: Post-Task Force Assignments

One last word! George Culberson suggested a memo reviewing briefly the assignments that we have in connection with the final draft of our recommendations to the Administration.

I am to (a) prepare a draft of the general introductory statement, (b) prepare a draft of our recommendations on internal and external training, and (c) put together a rough draft of the entire document after your specific section drafts have been received.

John Feild, Bob Greene and Booker McGraw will constitute the editorial committee, reviewing and revising my rough draft. They will also develop strategy for presentation of the document in high places and will, hopefully, carry on the continuing liaison with the Administration.

John Feild and Harold Fleming have been asked to draft a directive incorporating our general recommendations (i.e. calling for departmental and agency review of program, looking to incorporation of intergroup relations personnel and program where needed).

Bill Gremley has already prepared a draft of recommendations on Foreign Service and Peace Corps orientation.

George Culberson will prepare a draft on our research recommendations.

Bob Greene will prepare drafts of our recommendations on (a) internal consultants (to assist President and government agencies) and (b) community consultant services.

Fred Routh will prepare a draft on the role of the President in public information.

George Nesbitt will prepare a draft of our recommendations on needed reference library services.

Booker McGraw will draft our recommendations on the role of the professional worker. (I will forward my notes, Booker.)

John Feild will polish up our specific recommendations to the new President's Committee on Equal Employment Opportunity, hopefully before it holds its first session.

IMPORTANT: Your respective drafts should be sent by Sunday, April 2, to:

John Lassoe
c/o Robert Greene
Room 805
1012 - 14th Street, N.W.
Washington 5, D. C.

I am to start drafting the complete document on Monday, April 3, and will need your materials, please!

****

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MARGE R. MANDERSON, RESEARCH ASSISTANT
EMORY F. VIA, LABOR CONSULTANT

Southern Regional Council, Inc.
ROOM 432, 63 AUBURN AVENUE, N.E. ATLANTA 3, GEORGIA
JAckson 2-8764

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

INTEROFFICE MEMO

Date March 30, 1961

To: lwd From: pr

Subject:

Did Harold ask you your reactions to this? I plan to write and give a favorable response. I would like to indicate some receptivity on point 4 without committing us. Any objections?

PRESIDENT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

PRESIDENT-ELECT
LLOYD DAVIS
Urban Renewal Administration
Chicago, Illinois

VICE-PRESIDENTS
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*NAIRO Regional Chairmen
**Legal Counsel

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

padded budget but good idea
OR

PRN what do you LWDL all think? PAJ
HCF

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

Mr. Harold C. Fleming
Executive Director
Southern Regional Council, Inc.
Rm 201 - 5 Forsyth St., N.W.
Atlanta 3, Georgia

23 March 1961

Dear Harold:

May I have your comments on the enclosed proposal?

NAIRO's Board of Directors has given tentative approval to the idea in its present sketchy form, but has directed me to solicit the reactions of intergroup relations workers in or familiar with the South.

1) Does the present and anticipated need for new Southern field workers warrant a training program?

2) Is the internship program the best means of preparing new workers quickly? Would 8-10 new workers a year for three years create a surplus or still leave a shortage?

3) Would the second phase, the seminars for peripheral workers, be of value -- in their immediate work and as an introduction to professional work in our field?

4) Would your agency be interested in training an intern? Would it be able to match a $2,500 grant, to cover the salary and related expenses of the intern?

5) Is the budget realistic?

I look forward to hearing from you and hope that you will be frank and free in your suggestions.

Sincerely,

JOHN V.P. LASSOE, JR.

fib
Enclosure

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

SOUTHERN FIELD TRAINING PROGRAM: PROPOSAL OUTLINE

The National Association of Intergroup Relations Officials (NAIRO) seeks $50,000 annually for three years, or $150,000 in all, to subsidize a program of on-the-job training and seminars for potential intergroup relations workers in the South.

The demand for Southerners with intergroup relations experience, to staff newly-created state and local public agencies, as well as expanding private agency programs, is far greater than the supply. This need will be even greater within the next few years, and there is presently no systematic preparation of workers for these posts.

To train workers for the job openings expected in the immediate future, NAIRO proposes to revive its Internship Program, confined this time to Southern agencies. Matching grants of $2,500 each would be offered to selected agencies for one year of on-the-job training for a new worker, chosen by the agency and supervised by an agency staff member. These recruits would be persons without prior experience in intergroup relations, although many would presumably have advanced academic training or experience in a related field. At the end of their internship year, some would probably be retained by the training agencies, but others would be free to fill vacancies elsewhere. At least one regional seminar, and possibly two, would be planned for these trainees each year.

To provide a reservoir of potential workers for less imminent openings, NAIRO proposes a series of regional or area seminars for people of commitment now employed professionally in social agencies, churches, neighborhood centers, YMCAs, YWCAs, and like institutions. Week-long institutes would be scheduled in at least four locations each year. Seminar leadership and consultants would be provided by NAIRO. Travel and living expenses would be subsidized in part, totally in some instances. The purpose would be to sensitize these peripheral workers to intergroup relations concerns and approaches, to aid them in their present assignments and to initiate preparation for possible intergroup relations employment in the future. These would differ from existing race relations institutes in the South, by virtue of their focus on professional practice and their restricted professional participation.

An important phase of the three-year program would be the refinement and expansion of NAIRO's placement services (i.e. Personnel Registry), especially for Southern agencies and workers.

Budget: $50,000 annually for three years, or $150,000.

ANNUAL:	Administration Staff time, travel, postage, publications.	$10,000.
	Internships (10 matching grants of $2,500 to training agencies)	25,000.
	Internship Seminar (s) Leadership, intern travel, room and board.	5,000.
	Peripheral Professional Seminars (4 - 5) Leadership, travel subsidy, lodging, consultants.	10,000.
	TOTAL	$50,000

fib

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

1 February 1961

Dear Harold:

We are happy to acknowledge receipt of your NAIRO dues for the year ending DECEMBER 31, 1961 and to send you your new membership card.

NAIRO is growing rapidly, and we hope that you have found increasing opportunity to participate in its activities. Chapters have been chartered in a number of localities, for example, and regional conferences are becoming regular events in at least a few areas.

If you are affiliated with an agency (as staff or as a Board member), you have been assigned automatically to one of NAIRO's five departments. We hope that you have heard from your chairman, at least through a newsletter, and -- perhaps more important -- that he has heard from you.

Commission and committee members are usually appointed by the chairmen or by the NAIRO Board, but most of them are able to add interested volunteers. If a commission or committee activity appeals to you, you should certainly offer your services.

In any case, we hope that you will always feel free to let us know how we may serve you best.

Cordially,

Virginia Coffey

VIRGINIA COFFEY
Secretary

RECEIVED
FEB 3 1961

John

JOHN V.P. LASSOE, JR.
Executive Secretary

fib

P.S. Be sure to circle these dates on your 1961 calendar:
November 7, 8, 9, 10 -- Fifteenth Annual NAIRO Conference -- San Francisco, California

Mr. Harold C. Fleming
Southern Regional Council
Room 201 - 5 Forsyth Street, N.W.
Atlanta 3, Georgia

2-6-61 Wf.

Want - 1 copy

Does a Northern pal have a chance to see a copy of the SRC "task force" report?

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WESTERN UNION

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W. P. MARSHALL, PRESIDENT

SF-1201

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CAN YOU SUPPLY PHOTO OF MARION WRIGHT BY RETURN AIRMAIL

SAMUEL SPIEGLER 55 W 42 ST NYC

(30).

Ga 28764

ADD

WL 256P MAILED

PS to MAW: It might be a good idea if you would supply us with a glossy print and/or a mat. What do you think of this idea?

VIA AIR MAIL SPECIAL

May 7, 1959

Mr. Samuel Spiegler
N. A. I. R. O.
55 West 42nd Street
New York, New York

Dear Mr. Spiegler:

I have received your request for a photograph of Mr. Marion A. Wright. I'm sorry to say that we do not have a photograph of Mr. Wright here in the office. However, I have called Mr. Wright and found that he is away from his home until Sunday. He will be told of your request on his return and will, I'm sure, comply if this is not too late for your purposes.

Sincerely,

(Mrs.) Mildred Flowers
Secretary to the Director

MF
cc: Mr. M. A. Wright

NAIRO Reporter

Vol. IX No. 7 July, 1959

Events and Trends in Intergroup Relations

Published monthly except August and September by the
NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Room 1508, 152 West 42nd Street, New York 36, N.Y.
Telephone: LOngacre 4-3450

A Roundup of Activity in the 1959 Sessions

State Civil Rights Legislation

Outstanding among the state civil rights laws enacted during the first six months of 1959 were those of Colorado, Massachusetts, Connecticut and Oregon prohibiting discrimination or segregation in private housing. These were the first such laws enacted at the state level in the United States. Their forerunners were two city ordinances adopted in New York City in December 1957 and in Pittsburgh in December 1958.

Other major civil rights laws passed during the same period include a California statute prohibiting discrimination in public, publicly-aided and redevelopment housing; California and Ohio enactments of effective FEP laws with commission-type enforcement procedures, raising to 16 the number of states with such laws; a Missouri law prohibiting discrimination in state employment, but providing no sanctions; Maine's prohibition of discrimination in places of public accommodation, resort or amusement, making 23 states with such laws; and California's broadening of its civil rights statute.

In addition, Connecticut and New Mexico strengthened the powers of their existing commissions against discrimination, Missouri made its temporary Human Rights Commission a permanent agency of the state, Washington prohibited discriminatory inquiries in connection with applications for credit, and Idaho, California and Nevada repealed their prohibitions against interracial marriages.

Following are more detailed reports and analyses:

Fair Housing Laws

Colorado

The Colorado Fair Housing Act of 1959, the first state statute of its type enacted in the United States, was signed into law by Governor Stephen L. R. Nichols on April 10, 1959.

Originally co-sponsored by a bipartisan group of 41 representatives, a majority of the 65-member House, the bill passed the House 57-3, and the Senate (in a somewhat weakened form) 24-11.

The House subsequently concurred in the Senate version.

The Act covers all housing, public as well as private, with one exception: The owner of a one-family house who lives in the house with his family is not subject to the ban on discriminatory transfers.

The Act prohibits the owner of any housing accommodations from refusing to transfer, rent or lease them to any person because of race, creed, color, sex, national origin or ancestry; or to make any written or oral inquiry or record concerning such characteristics of a prospective buyer or tenant. It prohibits any owner from discriminating on any of those grounds in the terms, conditions or privileges pertaining to any housing or in the furnishing of facilities or services in connection therewith, and from printing or publishing notices or advertisements indicating any preference, limitation or discrimination based on race, creed, color, sex, national origin or ancestry.

In addition, the Act prohibits banks and financial institutions from making inquiries concerning the race, creed, color, sex, national origin or ancestry of persons seeking financial assistance in connection with any housing or discriminating in the terms, conditions or privileges relating to

With this issue, *NAIRO Reporter* suspends publication. Launched by NAIRO as a needed informational service reporting on trends and developments in the field of intergroup relations, *NAIRO Reporter* fulfilled its mandated role for upward of eight years. During that time, intergroup relations have come to occupy a position of such import in public policy and public awareness that news about intergroup relations is carried regularly in newspapers and other general media of news and interpretation. The United States Supreme Court rulings on public school desegregation, and the aftermath of the rulings, projected a major area of intergroup relations concern into the forefront of the political scene. Special organs were created to report on developments—*Southern School News,* with generous subventions, performed and continues to perform an admirable service. As laws protecting equality of opportunity in employment, education and housing multiplied in states and municipalities, information about them and discussion of their implications and their impact became common fare in publications widely available. The special need for which *NAIRO Reporter* was created, in short, no longer exists. It is with a sense of "mission accomplished," with satisfaction unmarred by regret, that we withdraw from the work of reviewing the passing scene and assign the product of our eight years work to the archives, where, we allow ourselves the pleasant belief, they will continue to serve a useful purpose for many years to come.

Beginning with the autumn of 1959, NAIRO will publish a quarterly *Journal of Intergroup Relations.* Several issues of such a Journal already have been produced for limited circulation, chiefly within the NAIRO membership. The plan is to improve the *Journal,* profiting from experience; to make it more broadly representative of the best professional research, experimentation, thinking and observation in the field; and to increase its circulation. Subscribers to *NAIRO Reporter,* whose subscriptions would have expired during any part of the year subsequent to this final issue of July 1959 will receive the *Journal of Intergroup Relations* in lieu of the *Reporters* they would have received during the remainder of their subscription periods. We intend that they shall have cause to regard the exchange as in their favor.

To all our subscribers — thanks for your kind cooperation and support. Farewell!

such financial assistance.

Limited exception is provided for religious or denominational institutions and organizations which operate or control housing accommodations. Another exception permits leasing of premises only to members of one sex. This covers, for example, YMCA and YWCA homes.

Enforcement of the Act is entrusted to the Colorado Anti-Discrimination Commission, which administers the state laws against discrimination in employment and in places of public accommodation.

Massachusetts

Massachusetts became the second state to bar discrimination in private housing on April 22, 1959, when Governor Foster Furculo of Massachusetts signed a bill prohibiting racial or religious discrimination in all "multiple dwellings" and "contiguously located housing." Under the law's definitions of these types of housing, the measure applies to apartment houses with three or more apartments, and to one or two family houses that are parts of developments consisting of ten or more housing units.

Enforcement of the new housing law is vested in the Massachusetts State Commission Against Discrimination which administers the existing laws prohibiting discrimination in employment, in places of public accommodation, resort or amusement, in educational institutions and public, publicly-aided and redevelopment housing.

Connecticut

Connecticut's legislation barring discrimination in private housing was signed by Governor Abraham Ribicoff on May 12, 1959. It covers "any housing accommodation . . . that is one of five or more housing accommodations all of which are located on a single parcel of land or parcels of land that are contiguous . . . and all of which any person owns or otherwise controls the sale or rental thereof." This coverage is narrower than that of the Massachusetts law in respect to multiple dwellings, applying to units of at least five apartments (compared to three in Massachusetts) but broader with respect to one and two family housing developments, applying to groups of five or more such units (rather than 10 or more).

As in the cases of Colorado and Massachusetts, enforcement of the new housing statute is vested in the existing state agency—the Connecticut Civil Rights Commission—charged with responsibility to enforce the other state laws prohibiting discrimination.

Oregon

Oregon's prohibition of discrimination in the sale or occupancy of private housing is contained in two bills signed by Governor Mark O. Hatfield on May 25, 1959. They are Senate Bills 249 and 250.

The former amends the Oregon Law Against Discrimination by prohibiting all persons "engaged in the business of selling or renting real property" from refusing to sell or rent solely because of the race, color, religion or national origin of the would-be purchaser or lessee, from making any other distinctions or restrictions "in the price, terms, conditions or privileges" in connection with the sale, lease or occupancy of such property, or from publishing or displaying any advertisement indicating a preference, limitation or discrimination based on race, color, religion or national origin. Real estate brokers and salesmen are expressly forbidden to accept "a listing of real property . . . with an understanding that a purchaser [or lessee] may be discriminated against . . . solely because of race, color, religion or national origin." The sale or rental of a house by the owner, who is not in the business of selling or renting houses, would not be covered by the new law, unless the owner retains a real estate broker, agent or salesman to help in finding the buyer or lessee or in negotiating the sale or lease.

The second bill, Senate Bill 250, adds as a ground for the revocation or suspension of the license of real estate brokers or salesmen violation of the Oregon Law Against Discrimination, as amended by Senate Bill 249.

Enforcement Procedures

By vesting enforcement in existing state agencies for administration of previously enacted laws against other forms of discrimination, the new laws against discrimination in private housing bring such discrimination within the coverage of procedures already established by the anti-discrimination agencies, namely: preliminary investigation on the basis of a complaint or on the initiative of the agency; efforts to eliminate any revealed discrimination by conciliation; public hearings if this fails, with power to compel testimony and production of records; the issuance of orders enforceable in the courts.

California

On March 16, 1959, the California Assembly passed a bill which prohibits discrimination in public, publicly-assisted or redevelopment housing. The vote was 67 to 9. The Senate acted unanimously on June 15th, but because of several minor amendments, the bill was returned to the lower house for concurrence. Governor Edmund G. Brown has stated that he will sign the bill when it reaches his desk. California thus joined New Jersey, New York and Washington in prohibiting discrimination in housing that receives various forms of governmental aid.

Other Campaigns

Unsuccessful campaigns to pass or strengthen laws against discrimination in housing were waged in Maryland, Michigan, Minnesota, New Jersey, New Mexico, New York, Pennsylvania, Rhode Island and Washington. In fact, 1959 saw more activity in the state legislatures on the subject of discrimination in housing than in any prior year.

Fair Employment Practices Laws

California

On April 16, 1959, Governor Edmund G. Brown of California signed into law Assembly Bill 91 which had passed both houses of the bicameral legislature by large majorities. The statute declares the opportunity to seek, obtain and hold employment without discrimination based on race, religious creed, color, national origin or ancestry to be "a civil right" and prohibits employers of five or more persons, labor organizations, employment agencies and political subdivisions of the state from discriminating in employment. A five-member Fair Employment Practice Commission, within the Labor Department, is empowered to receive, investigate and pass upon complaints, hold hearings, subpoena witnesses, administer oaths and require the production of books and records relating to any matter under investigation. The Commission is also given power to initiate investigations on its own motion.

Complaints may be filed by any person claiming to be aggrieved or by the State Attorney General. The law prescribes the usual procedure, after preliminary investigation, of attempts to eliminate unfair practice "by conference, conciliation and persuasion," public hearing if such efforts fail, and issuance of cease and desist orders including "such affirmative action, including (but not limited to) hiring, reinstatement or upgrading of employees, with or without pay, or restoration to membership in any respondent labor organization, as, in the judgment of the Commission will

effectuate" the purposes of the act. Cease and desist orders of the Commission are reviewable by the courts under the State Administrative Procedures Act, and the Commission may apply to the state court for an order enjoining any respondent from violating Commission mandates.

An effort is under way to force a referendum on this law. The sponsors of this referendum would have to obtain 262,789 valid signatures on petitions within a 90-day period after the State Legislature adjourns. Governor Brown has stated that if this campaign is successful and the FEP Law appears on the ballot for a referendum, he will "stump the state" in opposition to repeal.

Ohio

On April 19, 1959, Governor Michael V. DiSalle of Ohio signed into law Senate Bill No. 10, which had passed the Senate on February 18, 1959 by a vote of 25-6 and was adopted, with some amendments, by the House on April 15, 1959 by a vote of 98-31. In signing the bill, Governor DiSalle commented that it seemed

> **incongruous that in a nation that has prided itself on the achievement of democratic principles of equality, that in the latter part of the Twentieth Century it is still necessary to adopt legislation guaranteeing to individuals equal opportunities for employment. . . . Judicially administered, this law will not be a tool for persecution but will, in effect, protect and further mutual objectives of those who believe in the oldest of our traditions—equality before the law and equality in opportunity.**

The law is essentially similar to the California statute. It applies to employers of four or more persons, labor organizations, employment agencies and political subdivisions of the State. It creates a five-member Ohio Civil Rights Commission, with the same powers and responsibilities as the California commission.

Every person subject to the provisions of the act is required to post conspicuously a notice setting forth the major provisions of the FEP Law and its administration. The Ohio law, like the Michigan and Rhode Island FEP Laws, contains a prohibition against job seekers' specifying their race, religion, color or national origin in advertisements.

Missouri

Although Missouri failed to enact an FEP law, the legislature did pass H.B. 123 which prohibits discrimination in state employment. It passed the House on March 11, 1959 by a vote of 99 to 1 and the Senate on May 18. The upper chamber struck from the bill the criminal sanctions and, after the House concurred in the Senate version, Governor James T. Blair signed the bill into law on June 8, 1959.

Other Actions

The *Connecticut* legislature vested authority in the State Civil Rights Commission to issue affirmative relief orders in all tyes of cases under its jurisdiction, including employment discrimination cases. Governor Abraham A. Ribicoff signed the bill into law on June 2, 1959. Included in the bill was a reduction of the statute of limitations from six months to ninety days.

New Mexico strengthened its Fair Employment Practice Law by adding criminal sanctions against discrimination if committed by persons expending public funds. *Oregon* and *Connecticut* joined Massachusetts, Pennsylvania and New York in prohibiting discrimination because of age and assigning enforcement jurisdiction to their existing administrative agencies.

Unsuccessful campaigns to pass or strengthen laws against discrimination in employment were waged in Arizona, Indiana, Illinois, Kansas, Maine, Nebraska, Nevada, South Dakota, Washington and Wisconsin.

Public Accommodations

Maine

On May 8, 1959, Governor Clinton A. Clauson signed into law a bill to prohibit discrimination because of race, color, religious creed, ancestry or national origin in places of public accommodation, resort or amusement. The bill passed the House of Representatives on April 17, 1959 by a vote of 112 to 12 and the Senate unanimously on May 6. While Maine previously prohibited discriminatory advertising by places of public accommodation, it did not prohibit actual discrimination.

The new law defines a place of public accommodation, resort or amusement as

> **any establishment which caters or offers its services, facilities or goods to, or solicits patronage from the members of the general public, including but not limited to any inn, whether conducted for the entertainment, housing or lodging of transient guests, or for the benefit, use or accommodation of those seeking health, recreation or rest, any restaurant, eating house, public conveyance on land or water, bathhouse, barber shop, theater, music hall and any retail store.**

Violations are criminal offenses punishable by the courts in the case of first offenders by fines up to $100 or imprisonment up to 30 days, and for subsequent offenses by fines up to $500 or imprisonment up to 30 days.

California

California broadened its conventional civil rights statute by making it applicable to all business establishments and to professional and vocational schools. The new law also adds "religion, ancestry and national origin" to color and race as prohibited grounds for discrimination. Two other bills, to authorize suspension or revocation of trade and professional licenses in cases of a persistent course of discriminatory conduct by the licensee and to permit revocation or suspension of alcoholic beverage licenses for willful or repeated violations of the civil rights law, were killed in the Senate.

Other States

The powers of the *Connecticut* Civil Rights Commission were broadened to permit it to initiate complaints in cases involving discrimination in places of public accommodation. *Kansas* amended its civil rights law by eliminating some archaic language (stage coach) and adding "religion, national origin and ancestry" to race and color as the prohibited grounds of discrimination.

Efforts to pass or strengthen public accommodation laws were unsuccessful in Arizona, Illinois, Indiana, Michigan, Missouri, New Mexico, Oregon, Pennsylvania, South Dakota, Utah, Washington, Wisconsin and Wyoming.

Miscellaneous

Measures repealing statutory bans on interracial marriages were passed in Idaho, Nevada and California.

A Florida law permitting absentee voting rights to any person who "on account of the tenets of his religion" cannot cast his ballot on Election Day was signed June 2 by Governor LeRoy Collins.

The Missouri Commission on Civil Rights was made a permanent agency of the state government when Governor James T. Blair signed H.B. 266 into law early in June, 1959.

Questions about race, religion, color and national origin were outlawed from credit application forms of banks, loan companies, insurance companies and other financial institutions in Washington. Governor Albert Rosellini signed H.B. 171 into law on March 3, 1959.

Failing of passage were bills in Illinois to authorize city boards of education to "change or revise existing sub-districts or

create new sub-districts in a manner to promote integration and to eliminate the separation of children in public schools because of color, race or nationality"; in Oregon to prohibit discrimination by college fraternities, sororities, student housing cooperatives or student living organizations; in Pennsylvania to prohibit discrimination in private and public colleges and universities and establish a Fair Educational Opportunities Commission within the State Department of Public Instruction; and in Arizona and Iowa to establish commissions on human relations.

In the Recent Literature:

Community Tensions Center, Springfield College. *First Annual Report,* for 1957-58. 20 p. mimeo. Available from the College, Springfield, Mass.

Domestic Relations Court of the City of New York, Children's Court Division, New York County. *Decision in Matters of Charlene Skipworth and Sheldon Rector.* 1959. Available from American Jewish Congress, 15 East 84th St., New York 28, N.Y. 32 p. 50¢.—Controversial decision in a case charging racial segregation in New York City's public schools, wherein the judge, ruling for the Negro children (and their parents), documented her conclusion that "the Board of Education . . . has done substantially nothing to rectify a situation it should never have allowed to develop . . ." and that "the Board . . . is entirely responsible for the existing discrimination in teacher assignments. . . ."

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Grier, George and Grier, Eunice. *In Search of Housing.* 1958. New York State Commission Against Discrimination, 270 Broadway, New York, N.Y. 52 p. Apply.—A study of the experiences of Negro professional and technical personnel, "well-educated, highly skilled Negroes," in seeking acceptable housing in various cities of New York State.

Grodzins, Morton. *The Metropolitan Area as a Racial Problem.* 1958. University of Pittsburgh Press, Pittsburgh 13, Pa. 28 p. 50¢.—A study of the trends making for racial ghettoization of major urban areas and a review of some currently discussed "solutions."

Guzman, Jessie P. and Woodrow W. Hall. *Desegregation and the Southern States, 1957.* 1958. Department of Records and Research, Tuskegee Institute, Tuskegee, Ala. 59 p. Apply.—A record of legal actions—federal, state and local—and voluntary group actions (pro and con), in the South during the year.

Illinois Commission on Human Relations. *Eighth Biennial Report.* 18 p. Available from the Commission, 160 N. LaSalle St., Chicago, Ill.—Covers period 1957-58.

Leskes, Theodore. *The Civil Rights Story, 1958.* 1959. American Jewish Committee, 386 Fourth Ave., New York 16, N.Y. 15¢; $12.50 per hundred.—Review of civil rights developments during the year, with major attention being accorded the Little Rock case, public school closings in Arkansas and Virginia, and New York City's pioneer law prohibiting discrimination in private housing. Reprinted from the *American Jewish Yearbook.*

Long, Herman H. *Fellowship for Whom?* 1959. Race Relations Dept., Board of Home Missions, Congregational Christian Churches, Fisk University, Nashville 8, Tenn. 48 p. 50¢; less in quantities.—Well-documented report of an extensive survey of the extent to which Congregational Christian churches throughout the United States are living up to their "professed standards of racial inclusiveness" (as Truman B. Douglass, Executive Vice President of the Board of Home Missions, puts it in a Foreword).

Major Civil Rights Proposals Pending in the United States Congress. February 24, 1959. American Jewish Congress, 15 East 84th St., New York 28, N.Y. 22 p. Apply.—An analysis and detailed comparison of the Johnson bill, the Douglas bill and the Administration proposals, as presented to the present Congress.

Mayer, Albert J., Ed. *Race Relations in Private Housing.* Vol. XIII, No. 4 (1957) of *The Journal of Social Issues.* Published by the Society for the Psychological Study of Social Issues.—A group of scholarly essays on various aspects of the problem.

Moskowitz, Moses. *Human Rights and World Order.* 1959. Available from American Jewish Committee, 386 Fourth Ave., New York 16, N.Y. 240 p. $2.25 (Publisher's price, $3.95).—Analysis of the struggle within the United Nations for the advancement of human rights and fundamental freedoms. Reviews United Nations efforts over the past twelve years to implement the human rights provisions of its Charter.

Puner, Morton. Integration in the Army. 6 p. Reprint from *New Leader,* January 12, 1959. Copies available from Anti-Defamation League of B'nai B'rith, 515 Madison Ave., New York 22, N.Y.—Review and evaluation of desegregation in the armed forces of the United States, based on visits by the author to 25 U.S. Army bases and surrounding communities in Europe.

Railroad Employment in New York and New Jersey. Available from SCAD, 270 Broadway, New York 7, N.Y. 35 p. Apply.—Report of a joint study by the New York State Commission Against Discrimination and the New Jersey Division Against Discrimination, based primarily on statistical analyses by race and job classifications of employees of 19 railroads in the two states.

Reitzes, Dietrich C. *Negroes and Medicine.* 1959. Harvard University Press. 400 p. $7.00—A sociological analysis of efforts in 14 major cities to desegregate health services.

Residential Desegregation. Special issue of *Social Progress,* publication of the Department of Social Education and Action of the Board of Christian Education of the Presbyterian Church in the U.S.A., Philadelphia. 39 p. Apply.—An analysis of the problem of metropolitan housing segregation, with suggestions for the role of neighborhood organizations in maintaining standards and controlling fear and hostility when population change begins.

Shoemaker, Don., Ed. *With All Deliberate Speed.* 1959. Harper and Bros., New York City. 239 p. $3.50.—Collection of evaluative and analytical reports on various aspects of the desegregation process. Methods employed in various places, circumstances and conditions contributing to their success or failure, etc.

The Truth About Desegregation in Washington's Schools. 1959. Turnpike Press, Annandale, Va. 24 p. 15¢; less in quantities.—Reprint of series of articles by Edwin Knoll, first published in the *Washington Post,* reviewing progress in desegregation of the public schools of the District of Columbia.

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November 23, 1959

Mr. Samuel Spiegler, Editor
Journal of Intergroup Relations
N.A.I.R.O.
Room 1530
55 West 42nd Street
New York 36, New York

Dear Mr. Spiegler:

I should like very much to review Jack Greenberg's book for the Journal of Intergroup Relations, but unfortunately there's not a chance of my getting a review done in time.

It happens that Dr. Leslie Dunbar of our staff is reviewing the book for our own publication, New South, and expects to have the review done by December 1. He and I would be glad to have you use it concurrently with New South, if you wish. It would not be necessary to treat it as other than a review exclusively for the Journal. Dunbar is a political scientist and really better equipped than I to review a book of this type.

Let me know if you would like to receive Dunbar's manuscript.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

it as other than a review exclusively for the Journal. Dunbar is a political scientist and really better equipped than I to review a book of this type.

Let me know if you would like to receive Dunbar's manuscript.

Sincerely,

HCF

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REPLY TO: Rm. 1530
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November 9, 1959

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Mr. Harold C. Fleming, Exec. Dir.
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Fleming:

As you perhaps know by now, NAIRO is launching a printed quarterly Journal of Intergroup Relations, the first issue of which is scheduled for January 1960.

The purpose of this letter is to ask you to review for that first printed issue of the Journal the just published book by Jack Greenberg, "Race Relations and American Law."

My copy deadline for the January issue is December 1. However, I can extend that deadline for a week or ten days on the strength of a firm assurance that a particular piece of copy would be available. I do hope you can undertake this review. It would be most helpful to the readers of the Journal to have your informed appraisal of the book.

If you should find that you are unable to undertake this assignment - but, please only if you are really quite unable to do so - perhaps you would suggest somebody else whom I might ask; perhaps a member of your own Board, or a colleague.

If you can do it yourself, and do not have a copy of the book, we shall get one for you, to keep as a permanent part of your library. An early favorable response would be much appreciated.

Cordially yours,

Samuel Spiegler

SAMUEL SPIEGLER
Editor
Journal of Intergroup Relations

SS:ER

The Journal of Intergroup Relations

Vol. I, No. 1 Winter 1959-60

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May 23, 1960

Mr. Samuel Spiegler
Editor
Journal of Intergroup Relations
NAIRO
Room 209
426 West 58th Street
New York 19, New York

Dear Mr. Spiegler:

Thanks for your kind letter of May 18.

Heaven only knows what will happen between now and September to render my Washington talk obsolete. But I will undertake to doctor it up, if possible, in time for the Autumn issue.

With best regards,

Sincerely,

Harold C. Fleming
Executive Director

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Reply to: Room 1530
55 West 42nd St.
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May 18, 1960

Mr. Harold C. Fleming, Exec. Dir.
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Fleming:

Several members of NAIRO have given me enthusiastic reports of the speech you made at the recent NAIRO Conference in Washington. To my delight, John Lassoe tells me that you have signified your willingness to prepare this speech, with revisions bringing it up to date, for publication as an article in the Journal of Intergroup Relations. I write to urge you to do so.

If possible, I should like to have the piece for publication in the Autumn 1960 issue. Copy deadline for that issue is September 1. Next copy deadline after that would be November 15 for the Winter 1960-61 issue.

Won't you please write that I can expect your article for the earlier of those two deadlines.

Cordially yours,

Samuel Spiegler

SAMUEL SPIEGLER
Editor
Journal of Intergroup Relations

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A NAIRO PUBLICATION

JOURNAL OF INTERGROUP RELATIONS

MAY, 1960 · MANPOWER UTILIZATION · SPECIAL ISSUE

THE JOURNAL OF INTERGROUP RELATIONS

A PUBLICATION OF THE NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

SPECIAL REPORT FEBRUARY, 1960

GUIDANCE, TRAINING AND APPRENTICESHIP FACTORS AFFECTING MINORITY GROUPS

PREPARED BY

NAIRO COMMISSION ON MANPOWER UTILIZATION

CHESTER J. GRAY, CHAIRMAN

THIS SPECIAL REPORT WAS PREPARED ORIGINALLY AS VOLUME I, NUMBER 6, OF NAIRO'S OLD JOURNAL OF INTERGROUP RELATIONS -- BEFORE THAT PUBLICATION WAS SUPERSEDED BY THE NEW PRINTED QUARTERLY.

THE NEW JOURNAL, SENT FREE TO ALL NAIRO MEMBERS, IS AVAILABLE TO NON-MEMBERS AT A SUBSCRIPTION RATE OF $6.00 PER YEAR. ADDRESS ALL COMMUNICATIONS TO THE NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS, 426 WEST 58TH STREET, NEW YORK 19, NEW YORK.

ADDITIONAL COPIES OF THIS SPECIAL REPORT MAY BE PURCHASED FOR $1.50 APIECE. QUANTITY RATES ON REQUEST.

CONCERNING THE AUTHORS

W.C. CHRISTENSEN, Director, Bureau of Apprenticeship and Training, U.S. Department of Labor, has served in that capacity for four years and has been with the Bureau for six. Earlier experience includes four years as supervisor of employee and foreman training at the Curtiss-Wright Corporation plant in Indianapolis, and nine years as manager of the training department at Eli Lilly Company in the same city. He has taught in the Indianapolis High Schools, at Purdue University, and at Indiana University. For two years, 1952-1954, he was president of the American Society of Training Directors. One might add that Mr. Christensen was himself once an apprentice (patternmaker).

J. EDWARD DICKERSON, Minority Groups Services Supervisor, Ohio State Employment Service (Cleveland), is a graduate of West Virginia State College, and Ohio State University, and holds the A.B. and M.A. degrees. He was a college teacher for 18 years and has been connected with his present agency for the past seven.

SHELTON B. GRANGER, Executive Director, Urban League of Cleveland, has served Urban Leagues for fourteen years -- one as a field worker in New York, four as industrial relations secretary in Cleveland, seven as executive director in Minneapolis, and two in his present position. He is a graduate of Howard University and of the New York School of Social Work, and has lectured at the University of Minnesota Graduate School of Social Work. A past president of the Cleveland and Southern Minnesota Chapters of the National Association of Social Workers, he has also served on national committees of the National Conference of Social Welfare.

HERMAN MUROV, Administrative Supervisor, Jewish Vocational Service, Cleveland, has been active in the Jewish Vocational Service field since 1947. Prior to that, he was an economist, labor market analyst and counselor with the New York and U.S. Employment Services for nine years. He holds a B.A. from Brooklyn College and an MA from Columbia University.

MORRIS RIGER, Regional Director, Textile Workers Union of America, AFL-CIO, Cleveland, also serves as vice-president, Ohio AFL-CIO; vice-president, Cleveland Federation of Labor, AFL-CIO; chairman, Civil Rights Committee, Cleveland AFL-CIO; member, Cleveland Community Relations Board; and secretary, Ohio Advisory Committee, U.S. Civil Rights Commission. He has spent his life in the service of organized labor, and is widely sought as a speaker, counselor and lecturer.

CHARLES W. UFFORD, Director of Industrial Relations, Warner & Swasey Company, Cleveland, has been -- since 1952 -- responsible for all phases of personnel management and industrial relations, and is head of the company's negotiating team in collective bargaining. Previous experience includes several years as vice-president and a director of Barrington Associates, a New York management consulting firm; several years as personnel manager of the Ohio Rubber Company; and a special assignment with the Civilian Conservation Corps, developing a demonstration educational and personnel program. He is a graduate of the University of Akron, and has taught at Cleveland College and New York University.

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PREFACE

PREPARATION FOR THE JOB, A CONCEPT AS OLD AS WORK ITSELF, IS RECEIVING UNPRECEDENTED EMPHASIS BY MANAGEMENT, LABOR, EDUCATION AND GOVERNMENT TODAY. IT IS BEING BROUGHT MORE SHARPLY AND CRITICALLY INTO FOCUS AS OUR NATION APPROACHES A SECOND SCIENTIFIC-INDUSTRIAL REVOLUTION, TYPIFIED BY THE "SPACE AGE." THE COMPLEX OF FEARS, HOPES, AND ASPIRATIONS IN MAN'S FUTURE IS INSEPARABLE FROM WHAT THIS AGE DOES TO PEOPLE, AND ITS IMPACT ON THE DAY-TO-DAY CHALLENGE OF LIVING AND OF EARNING A LIVING.

"GUIDANCE, TRAINING AND APPRENTICESHIP FACTORS AFFECTING MINORITY GROUPS" IS BEING PUBLISHED BECAUSE IT IS SELF-EVIDENT THAT THIS IS THE PRIME AND CRUCIAL SUBJECT IN ANY CONSIDERATION OF THE QUALITY AND QUANTITY OF THE NATION'S PRESENT AND FUTURE MANPOWER RESOURCES.

WITHIN THE PAST TWO DECADES THERE HAS OCCURRED SOME SHIFT OF FOCUS FROM THE PROBLEM OF INITIAL EMPLOYMENT OF MINORITY GROUPS TO THE PROBLEM OF UPGRADING AND PROMOTION. IF WE ARE TO MEET THE CHALLENGE OF THE "SPACE AGE" AND OUR NATION'S ROLE IN WORLD AFFAIRS, WE MUST ACCELERATE THIS PROCESS AND OPEN NEW WORK HORIZONS FOR ALL OF OUR CITIZENS. NEW EMPHASIS MUST BE PLACED ON OVERCOMING THE REMAINING TRADITIONAL BARRIERS TO OCCUPATIONAL MOBILITY AND THEIR SUPPRESSIVE AFFECTS ON INCENTIVE, MOTIVATION AND VOCATIONAL CHOICES OF INDIVIDUALS WHO COMPRISE A LARGE SEGMENT OF OUR FUTURE MANPOWER POTENTIAL.

THE TREATMENT OF THE SUBJECT OF THIS REPORT COMBINES NATIONAL, AS WELL AS LOCAL POINTS OF VIEW AND EXPERIENCES, AND FLOWS FROM THE PROVOCATIVE INTRODUCTORY STATEMENT BY JAMES P. MITCHELL, U.S. SECRETARY OF LABOR. W.C. CHRISTENSEN'S AND J. EDWARD DICKERSON'S CAREFUL LOOKS AT APPRENTICESHIP TRAINING ARE INFORMATIVE AND QUESTIONING. CHARLES UFFORD AND MORRIS RIGER REVEAL TO US WHAT MANAGEMENT AND LABOR ARE THINKING AND DOING. SHELTON GRANGER AND HERMAN MUROV BEAM THEIR CONTRIBUTION TO INTERGROUP RELATIONS OFFICIALS CONFRONTED WITH THE DELIMITING FORCE OF DISCRIMINATORY PRACTICES ON THE VOCATIONAL ATTITUDES AND CHOICES OF NEGROES AND JEWS, WHICH ALSO HAS SIGNIFICANCE FOR ALL OTHER GROUPS.

THIS REPORT, OF NECESSITY LIMITED IN SCOPE AND DETAIL, REPRESENTS EXPERIENCE. IT HAS BEEN OUR HOPE TO OVERCOME KNOWN SHORTCOMINGS BY INVITING RECOGNIZED PRACTITIONERS IN THE FIELD TO AUTHOR ITS CONTENTS. TO EACH OF THE AUTHORS WE EXTEND OUR WARM GRATITUDE FOR MAKING THIS EFFORT A REALITY.

I WOULD LIKE TO EXPRESS MY SINCERE APPRECIATION TO: THE MEMBERS OF THE NAIRO COMMISSION FOR THEIR COUNSEL AND ASSISTANCE; ELI GINSBERG FOR MANY HELPFUL SUGGESTIONS AND PERMISSION TO QUOTE LIBERALLY FROM HIS BOOK, "THE NEGRO POTENTIAL;" ABRAHAM FEINBERG FOR HIS CRITICAL APPRAISAL OF THE FORMAT; MRS. SHIRLEY JACKSON FOR ESSENTIAL SECRETARIAL ASSISTANCE; JAMES R. TICHENOR, FORMER ADMINISTRATOR, OHIO BUREAU OF UNEMPLOYMENT COMPENSATION, FOR HIS CONTINUED INTEREST IN THIS SUBJECT, MAKING IT POSSIBLE FOR THE CHAIRMAN TO SERVE; AND TO MANY OTHERS, TOO NUMEROUS TO MENTION HERE, WHO CONTRIBUTED TO THIS REPORT.

C. J. G.

CLEVELAND, OHIO
FEBRUARY, 1960

THE NATIONAL NEED FOR INTELLIGENT USE OF TOTAL MANPOWER POTENTIAL; ITS RELATIONSHIP TO PEACE, SECURITY, ECONOMIC GROWTH AND SURVIVAL

BY

THE HONORABLE JAMES P. MITCHELL
U.S. SECRETARY OF LABOR
WASHINGTON, D. C.

THE SINGLE ISSUE THAT MOST CLEARLY DIVIDES THE WORLD INTO TWO CONTESTING SYSTEMS IS THAT OF THE DIGNITY OF THE INDIVIDUAL HUMAN BEING, A PHRASE THAT CAN MEAN MANY THINGS. WE OF THE WEST HOLD IT IN ITS TRADITIONAL MEANING OF INDIVIDUAL WORTH AND VALUE BASED UPON THE NATURE OF MAN. WE HAVE A PROUD HERITAGE OF DEVOTION TO THAT IDEAL, A HERITAGE ROOTED IN OUR EARLY HISTORY WHEN HUMAN DIGNITY MEANT EQUAL OPPORTUNITY FOR INDEPENDENCE, FOR LIBERTY AND FOR THE PURSUIT OF HAPPINESS.

NOW THERE ARE NEW TESTS THAT OUR COUNTRY FACES TO MAINTAIN ITS IDEAL OF INDIVIDUAL DIGNITY. THE OPEN ROAD AND THE WIDE LAND ARE NO LONGER THE DOMINANT ANSWER TO OPPORTUNITY.

THE OLD NATIONAL ROAD TO THE WEST, THE OLD HOMESTEAD ACT, FIND THEIR EQUIVALENTS IN EQUAL JOB OPPORTUNITY IN ALL OUR PLANTS AND OFFICES AND MILLS AND MINES AND SHIPS. THE ROAD TO NEW OPPORTUNITY IS NO LONGER A GEOGRAPHIC LINE ON A MAP; IT RUNS THROUGH THE PLANT GATE TO THE HIRING OFFICE, AND IT MAY END IN THE PRESIDENT'S OFFICE.

BUT WE ALL KNOW IT HAS BARRIERS, DETOURS, "DO NOT ENTER" SIGNS FOR MANY THOUSANDS OF AMERICAN CITIZENS WHO HOPE TO TRAVEL DOWN IT. IT WAS NOT LONG AGO THAT JEWS AND IRISH IMMIGRANTS FACED THESE SIGNS. TODAY THE NEGRO IN THE SOUTH, AND IN SOME NORTHERN COMMUNITIES; THE PUERTO RICAN ON THE EAST COAST; THE AMERICAN ORIENTAL ON THE WEST COAST; THE AMERICAN INDIAN -- THESE STAND BY THE WAYSIDE, WATCHING THE PARADE OF AMERICAN PROGRESS GO BY. THEIR PRESENCE IS ENOUGH TO MAKE US SUSPECT THAT WHAT WE SAY ABOUT AMERICA AND WHAT WE DO ABOUT IT ARE SOMETIMES TWO DIFFERENT THINGS. YET THIS DISCRIMINATION IS INTOLERABLE, NOT ONLY FROM MORAL BUT FOR ECONOMIC REASONS AS WELL, REASONS THAT CAN BE PROVEN DOWN TO THE LAST DECIMAL POINT.

ECONOMICALLY, WE CANNOT SUPPORT OUR STANDARD OF LIVING FOR AN EXPLODING POPULATION, AND MAINTAIN AN ADEQUATE DEFENSE, WITHOUT MAKING USE OF ALL OUR HUMAN RESOURCES. WE NEED ALL THE TALENT, ALL THE SKILL WE CAN MUSTER, AND WE NEED TO DEVELOP IT NOW.

CONSIDER THE FIGURES:

THERE ARE 100 MILLION MORE PEOPLE IN THIS COUNTRY THAN THERE WERE IN 1900. MORE THAN 50 MILLION CHILDREN HAVE BEEN BORN SINCE WORLD WAR 11. BY 1970, THERE WILL BE 210 MILLION AMERICANS.

NOW, NOTE THIS FACT:

IN 1970, THERE WILL BE 20 MILLION PEOPLE IN THIS COUNTRY OVER 65 YEARS OF AGE. THAT IS A TREMENDOUS NUMBER OF PEOPLE NOT IN THE MOST PRODUCTIVE AGE GROUP. AT THE SAME TIME, BECAUSE OUR BIRTH RATE WAS VERY LOW DURING THE DEPRESSION YEARS OF THE 1930'S THERE WILL ACTUALLY BE NEARLY 2 MILLION FEWER 20 TO 29 YEAR-OLDS IN OUR MALE POPULATION IN THE 1960'S THAN THERE ARE NOW.

CONSIDER WHAT THAT MEANS IN TERMS OF NEED FOR SKILLED MANPOWER, FOR REVIEWING OUR PERSONNEL POLICIES IN REGARD TO OLDER MEN AND WOMEN.

BUT THAT ISN'T ALL THE STORY. WITHIN THOSE STATISTICS THERE ARE IMPORTANT CURRENTS AND CHANGES WHICH PUT AN EVEN HEAVIER STRAIN ON OUR SUPPLY OF TRAINED, EDUCATED MANPOWER.

THE COMPOSITION OF THE WORKFORCE IS CHANGING. WE ARE NEEDING FEWER UNSKILLED LABORERS; IN FACT, WE WILL NEED NO MORE TO DO ALL THE ESSENTIAL JOBS IN THE 60'S THAN WE HAVE TODAY. BUT WE'LL NEED 50% MORE PROFESSIONAL AND TECHNICAL WORKERS, 30% MORE CRAFTSMEN, AND 30% MORE SEMI-SKILLED WORKERS.

THOSE ARE THE FIGURES: TO SUSTAIN OUR PRESENT STANDARD OF LIVING, TO SAY NOTHING OF MOBILIZING BETTER THE HUMAN RESOURCES WE HAVE IN A HIGHLY-COMPETITIVE WORLD, WE MUST START NOW TO TRAIN AND EDUCATE ALL OUR YOUNG PEOPLE, WHATEVER THE COLOR, WHEREVER THEIR PARENTS WERE BORN, WHEREVER THEY MAY WORSHIP, BECAUSE WE CANNOT BE WITHOUT THEM.

THE LOW BIRTH RATE OF THE 1930'S HAS PRODUCED A GENERATION WHICH WILL BE ABLE TO PRODUCE ENOUGH GOODS AND SERVICES FOR A MUCH LARGER POPULATION ONLY IF IT IS FULLY USED, ONLY IF WE WASTE NONE OF OUR HUMAN RESOURCES. THAT IS A PRACTICAL ARGUMENT WHICH SHOULD SATISFY EVEN THOSE WHO HAVE NO PATIENCE WITH HISTORY...OR WITH HUMANITY...OR WITH RELIGION.

BUT ALTHOUGH THIS PRACTICAL ARGUMENT IS A COMPELLING AND CONVINCING ONE, OUR STAKE IN BROADER OPPORTUNITY IS MUCH LARGER AND MUCH MORE ESSENTIAL TO AMERICA ON ANOTHER LEVEL, AND ONE THAT IS DIFFICULT TO DOCUMENT.

IN THE WORLD TODAY THERE ARE 20 NEW NATIONS UNDER THE SUN. THEY ARE SOMETHING NEW TO HISTORY -- AND THEY ARE GOING THROUGH A MEASURING-UP AND SIZING PROCESS, MAKING A CAREFUL ESTIMATE OF THE VALUE OF FRIENDSHIP, ESPECIALLY WHEN IT COMES TO THE TWO MOST INFLUENTIAL MEMBERS OF THE COMMUNITY OF NATIONS, RUSSIA AND OURSELVES.

HOW DO WE LOOK TO THEM?

DO WE LOOK LIKE A SOCIETY TOP-HEAVY WITH THE CHOSEN AND PREFERRED? DO WE LOOK LIKE A SOCIETY THAT MAKES MARVELOUS PROGRESS AT THE EXPENSE OF THE LEAST OF US?

IN A WORLD IN WHICH THE EDUCATED, OPULENT WHITE MAN IS IN THE SMALL MINORITY, JUST HOW FAR DO WE EXPECT A SOCIETY TO BE HONORED THAT HONORS HIM TO THE EXCLUSION OF OTHERS?

IT IS AGAINST THAT BACKGROUND OF WORLD AWAKENING AND OF DOMESTIC ECONOMIC NEED THAT THE TRUE STATURE OF THE OPPORTUNITY PROBLEM IN OUR NATION MUST BE MEASURED. THE CHANCE TO LIVE A DECENT COMFORTABLE LIFE, TO ENJOY THE PRODUCTS OF INDUSTRY AND AGRICULTURE, TO HAVE THE PROTECTION OF MEDICINE AND SAVINGS, TO HAVE OPEN ACCESS TO THE BENEFITS OF EDUCATION AND EMPLOYMENT, AND TO WORSHIP IN THE MANNER THAT THE CONSCIENCE DICTATES -- THAT IS WHAT THE STRUGGLE FOR THE WORLD IS ALL ABOUT. THAT IS WHAT IT BOILS DOWN TO, AS AN ASPIRATION ONLY FOR MANY MANY MILLIONS, AND AS A REALITY FOR A FEW LUCKY ONES. HOW WE CONDUCT OURSELVES IN THE PURSUIT OF THESE GOALS, WHETHER SELFISHLY OR SELFLESSLY, IS THE MOST IMPORTANT DECISION FACING AMERICA TODAY.

ONE MIGHT THINK THAT THERE ARE FEW OCCASIONS FOR A PRACTICAL PURSUIT OF OUR DUTY; AS A MATTER OF FACT, ALMOST EVERY DAY IS AN OCCASION.

A GREAT NUMBER OF WRITERS HAVE, FOR A LONG NUMBER OF YEARS NOW, TRIED TO WRITE ABOUT WHAT THEY CALL "THE AMERICAN EXPERIENCE" -- TRYING TO DEFINE IT, TO ANALYZE IT, TO PICTURE IT. I THINK, IN THE END, IT IS THIS -- A FEELING OF RESPECT FOR EACH AND EVERY FELLOW HUMAN BEING, KNOWING IN OUR HEARTS THAT THERE REALLY IS SOMETHING GOING ON IN SPACE AND TIME WHICH HAS TO DO WITH THE HUMAN SPIRIT, AND KNOWING IN OUR HEARTS THAT WE HAVE A DUTY BECAUSE OF IT.

THE ROLE OF THE BUREAU OF APPRENTICESHIP AND TRAINING IN TODAY'S ECONOMY

BY

W.C. CHRISTENSEN, DIRECTOR
BUREAU OF APPRENTICESHIP AND TRAINING
U.S. DEPARTMENT OF LABOR

TRAINED MANPOWER IS THE INVESTMENT WE MUST MAKE TO ASSURE OUR COUNTRY'S FUTURE.

THE BUREAU OF APPRENTICESHIP AND TRAINING IS THE AGENCY OF THE DEPARTMENT OF LABOR CHARGED WITH THE RESPONSIBILITY OF ENCOURAGING MANAGEMENT AND LABOR TO FORMULATE AND OPERATE ON-THE-JOB TRAINING PROGRAMS FOR EMPLOYED WORKERS. IN NO INSTANCE DOES THE BUREAU OF APPRENTICESHIP AND TRAINING CONDUCT APPRENTICESHIP OR TRAINING PROGRAMS. IT IS STRICTLY A PROMOTIONAL AND TECHNICAL ASSISTANCE AGENCY.

THE OVERALL OBJECTIVES OF THE BUREAU ARE TWO-FOLD:

TO HELP ACHIEVE, THROUGH COOPERATIVE EFFORT, AN ADEQUATE, SKILLED AND VERSATILE WORK FORCE THAT WILL MEET CURRENT NEEDS FOR SKILLED WORKMEN AND THE NEEDS OF FUTURE ECONOMIC CONDITIONS, TECHNOLOGICAL DEVELOPMENTS AND NATIONAL SECURITY, AND INCREASE JOB OPPORTUNITIES, EARNING ABILITY, AND THE SECURITY OF THE INDIVIDUAL WORKER.

SECONDLY, TO STIMULATE THOSE RESPONSIBLE FOR TRAINING TO PROVIDE EQUAL OPPORTUNITIES FOR ALL QUALIFIED INDIVIDUALS TO ACQUIRE SKILLS WITHOUT REGARD TO RACE, CREED, SEX, AGE, OR PHYSICAL HANDICAPS.

SPECIFICALLY, THE BUREAU OF APPRENTICESHIP AND TRAINING DEVELOPS AND IMPROVES TECHNIQUES WHICH WILL MORE ACCURATELY MEASURE FUTURE APPRENTICESHIP AND MANPOWER REQUIREMENTS ON A NATIONAL, INDUSTRIAL AND COMMUNITY BASIS.

IT PROMOTES MORE WIDESPREAD USE OF EFFECTIVE TECHNIQUES WHICH WILL ASSIST IN THE SELECTION AND EMPLOYMENT OF WORKERS.

IT MAKES AVAILABLE TO POTENTIAL USERS INFORMATION RELATING TO PROSPECTIVE APPRENTICESHIP AND MANPOWER REQUIREMENTS, OCCUPATIONAL OUTLOOK, AND COUNSELING TECHNIQUES; AND PROCEDURES WHICH WILL AID EDUCATIONAL INSTITUTIONS IN PLANNING CURRICULA; MANAGEMENT AND LABOR IN PLANNING APPRENTICESHIP AND TRAINING PROGRAMS; PARENTS, TEACHERS AND COUNSELORS IN ADVISING YOUTH; AND INDIVIDUALS IN THEIR OCCUPATIONAL PLANNING.

THE BUREAU ENCOURAGES COMMUNITIES TO SURVEY THEIR APPRENTICESHIP AND MANPOWER NEEDS IN ORDER TO HAVE A SOUND BASIS FOR PROVIDING ADEQUATE EDUCATIONAL FACILITIES, VOCATIONAL GUIDANCE, SELECTIVE PLACEMENT SERVICES AND TO ASSIST IN DEVELOPING SOUND EDUCATIONAL AND TRAINING OPPORTUNITIES FOR ALL INDIVIDUALS.

IT ENCOURAGES THOSE RESPONSIBLE FOR APPRENTICESHIP AND SKILL DEVELOPMENT IN ALL INDUSTRIES TO DETERMINE THEIR OWN FUTURE APPRENTICESHIP AND MANPOWER REQUIREMENTS IN ORDER TO HAVE A SOUND BASIS FOR ACTION.

THE BUREAU PROMOTES EFFECTIVE APPRENTICESHIP AND TRAINING BY STUDYING THE QUANTITY AND QUALITY OF APPRENTICESHIP AND TRAINING IN INDUSTRY; ORGANIZES AND PROMOTES RESEARCH ON EFFECTIVE TRAINING PRACTICES; ENCOURAGES THE USE OF THE MOST EFFECTIVE METHODS IN APPRENTICESHIP AND TRAINING PRACTICES; DEVELOPS AND PROMOTES SERVICES TO ASSIST MANAGEMENT AND LABOR IN DETERMINING TRAINING NEEDS, AND IN DEVELOPING, ORGANIZING AND OPERATING APPRENTICESHIP AND TRAINING PROGRAMS.

It also promotes the cooperation of Federal, State and local agencies in the field of manpower so that they will complement each other to contribute to a common goal. It assists state agencies and educational institutions to develop and provide services for apprenticeship programs which are flexible and acceptable to labor and management with a minimum of regulation.

Finally, the Bureau specifically stimulates national, state and local organizations and groups to give active support to effective training programs so that a greater proportion of skilled workers achieve knowledge and skill through sound apprenticeship and training programs.

The apprentice, for purposes of the Bureau's program objective, is an employed worker who is learning a recognized skilled trade, listed by the Bureau of Apprenticeship and Training as an apprenticeable occupation, according to a written or implied apprenticeship agreement. This provides for two or more years of carefully planned, progressive training and experience on the job, supplemented by related trade instruction.

In carrying out its objectives the Bureau of Apprenticeship and Training performs the following functions:

Indicates the need for apprenticeship and training, not only nationally but with local cooperation in particular areas.

Stimulates business and industry to analyze their own special and individual skilled manpower needs, currently and in the future, in the expectation that they will do something to meet these needs.

Provides technical assistance, training aids and materials to industry where it is necessary and within the Bureau of Apprenticeship and Training's available resources.

Conducts research studies to determine the need for specific skills. It endeavors to make the public aware of the need for apprenticeship and training.

Encourages national employer and labor organizations to adopt policies and procedures to create a favorable climate for the development of apprenticeship and skill improvement systems. It works with management and labor unions, State apprenticeship agencies, the schools and community groups to develop the organizational machinery for training and apprenticeship systems. Through its technical staff, it develops training aids and other techniques to increase the effectiveness of apprenticeship and training and serves as a clearing house for training materials.

Over 85 percent of the 500 employees of the Bureau are in field offices in the United States and Hawaii. Twelve Regional Offices are located in Boston; New York City; Chambersburg, Pa.; Atlanta, Ga.; Cleveland, Ohio; Chicago, Ill.; Minneapolis, Minn.; Kansas City, Mo.; Dallas, Texas; Denver, Colo.; San Francisco, Calif.; and Seattle, Wash. Local Bureau representatives provide direct technical assistance to employers and employee organizations, both individually and jointly, on training problems, and seek to create an awareness among the public of the need and opportunities for industrial training.

During 1958, a total of 84,731 establishments received service as did 6,813 joint apprenticeship committees, which groups have equal representation from management and labor and administer apprentice training programs. This service included technical assistance to 18,089 firms and, in setting up and maintaining training programs for journeymen in new processes and methods, to 1,207 joint apprenticeship committees.

The International Branch of the Bureau of Apprenticeship and Training observed its 10th anniversary in 1958. In cooperation with the International Cooperation Administration and the Office of International Labor Affairs, it programmed trainees from 28 different countries during that 10-year period. Through this program, some 700 foreign nationals spent from three months to a year studying training methods in American industry.

The Bureau of Apprenticeship and Training is making every effort to promote training and the improvement of training in those fields where there is the greatest need. For this reason it has conducted a number of national surveys. These were done in cooperation with management associations, union organizations and educational institutions.

The National Foundry Advisory Committee cooperated closely in a survey in that industry which disclosed that the greatest need is for training in small foundries. As a result, the Bureau of Apprenticeship and Training will develop guide lines for pilot programs in three foundry centers directed toward community-wide approaches to solve training problems.

A survey in the Electrical Contracting Industry had excellent support from the industry. Findings were analyzed by the National Joint Apprenticeship and Training Committee for the Electrical Industry and by the Bureau of Apprenticeship and Training, and have been published.

The National Tool and Die Manufacturers Association suggested a pilot project in that industry, and it was conducted in Chicago. A joint employer-Bureau of Apprenticeship and Training approach to sell apprenticeship proved successful, and the National Association had its 23 affiliated groups work with the Bureau of Apprenticeship and Training in a nation-wide project. Results will be published in the fall.

A similar survey in the Aircraft Industry is now underway.

The Bureau of Apprenticeship and Training is also attempting through community information programs to make the public aware of the need for more skilled workers.

The Bureau has opened five Training Materials Centers in central locations to provide industry with examples of effective training programs. Each center has approximately 300 samples of training materials, mostly obtained from the Department of Defense but to add to from time to time by private industry. Centers are located in public libraries in Phoenix, Arizona; Bridgeport, Connecticut; Toledo, Ohio; and Dallas, Texas; and in the business office of the American Society of Training Directors in Madison, Wisconsin. One will open at an early date in the St. Louis, Missouri, Public Library.

We are living in an age of atomic energy, of space, and of constantly changing materials and methods -- all of which are having a lasting effect on our industries and skill requirements. New plants, new techniques, new products, entirely new industries are coming into existence with each calling for new knowledgeand new skills.

Recently President Eisenhower told a group of scientists: "We must search out the talented individual and cultivate in all American life a heightened appreciation of the importance of excellence and high standards ... We must be willing to match our increasing investments in material resources with increasing investments in men."

No longer can companies invest only in buildings and equipment and overlook their most important assets, their employees. People are of inestimable value. Employees must be encouraged to better themselves by continuing their education. Supervisors must increase their knowledge, as must management. New employees must be orientated and acquainted with specialized subjects related to their work. In short, it will pay

DIVIDENDS TO ALL CONCERNED TO RAISE THE LEVEL OF SKILLS OF ALL EMPLOYEES.

THE DEVELOPMENT OF SKILLED MANPOWER IN THE UNITED STATES IS URGENT FROM THE STANDPOINT OF BOTH DEFENSE AND ECONOMIC GROWTH.

IN CONTRAST TO OUR TRAINING OF TECHNICIANS, THE SOVIETS HAVE A LONG HISTORY OF FORMAL AND SYSTEMATIC TRAINING OF SUCH PERSONNEL FOR THEIR INDUSTRIAL LABOR FORCE. JUST AS THE RUSSIAN LEADERS PLANNED FOR THE PRODUCTION OF SELECTED PRODUCTS FOR INDUSTRIAL USE, THEY PLANNED FOR THE PREPARATION, TRAINING AND UTILIZATION OF TECHNICIANS. AT PRESENT, IT IS BELIEVED, THEY ARE TRAINING AT LEAST NINE TIMES AS MANY TECHNICIANS AS ARE BEING GRADUATED FROM TECHNICAL SCHOOLS IN THE UNITED STATES. TODAY WE HAVE NO FORMAL RECRUITING OR TRAINING PROGRAM COMPARABLE TO THAT USED IN RUSSIA.

POPULATION ESTIMATES OF 193 MILLION PERSONS IN THIS COUNTRY IN 1965 CARRY WITH THEM A REQUIREMENT OF ABOUT A 40% INCREASE IN GROSS NATIONAL PRODUCT, ASSUMING ONLY A MODEST RISE IN PER CAPITA CONSUMPTION AND THE STANDARD OF LIVING. THIS MEANS DEVELOPMENT OF SKILLS TODAY TO PRODUCE THE WARES THIS INCREASED POPULATION WILL DEMAND.

IN THIS DAY OF TECHNOLOGIES THAT BECOME OUT-DATED OVERNIGHT, IT IS DIFFICULT TO PREDICT THE FUTURE FOR ANY OCCUPATIONAL CATEGORY. THE INDIVIDUAL MUST ACQUIRE VERSATILE FUNDAMENTAL TRAINING THAT WILL ENABLE HIM TO MOVE BACK AND FORTH ACROSS SPECIFIC OCCUPATIONAL LINES.

TRAINING IS NOT A MATTER OF A FEW SHORT MONTHS, BUT OF YEARS. IT IS A LONG-TERM UNDERTAKING. SO WE NEED THE LEAD-TIME TO TRAIN. CRASH PROGRAMS DO NOT PAY OFF IN SKILL DEVELOPMENT.

THE BUREAU OF APPRENTICESHIP AND TRAINING RECOMMENDS THAT EVERY EMPLOYER DEVELOP A DEFINITE TRAINING POLICY AND ESTABLISH THE ORGANIZATIONAL MACHINERY NECESSARY TO MAKE THE POLICY EFFECTIVE. EMPLOYERS ARE URGED TO ASSIGN DEFINITE RESPONSIBILITY TO A PARTICULAR OFFICIAL FOR PLANNING AND ADMINISTERING THE TRAINING PROGRAM AND TO EMPLOY FULL-TIME TRAINING DIRECTORS WHENEVER PRACTICABLE.

NOW IS THE TIME TO TRAIN FOR TODAY AND TOMORROW. NOW IS THE TIME TO REVIEW EXISTING PROGRAMS AT ALL LEVELS, TO DETERMINE FUTURE NEEDS, TO PLAN NEW PROGRAMS AND PLACE SOUND PROGRAMS IN OPERATION. PLANNED TRAINING GUARANTEES AN ADEQUATE SUPPLY OF SKILLED WORKERS VERSED IN EFFICIENT METHODS OF PRODUCTION. PLANNED TRAINING DECREASES PRODUCTION COSTS BY REDUCING WASTE. PLANNED TRAINING ASSURES CUSTOMERS OF HIGH-QUALITY PRODUCTS. PLANNED TRAINING PROVIDES OPPORTUNITIES FOR ADVANCEMENT TENDING TO DECREASE FREQUENCY OF HIRING AND REHIRING. PLANNED TRAINING DEVELOPS ABILITY AND INITIATIVE OF THE WORK FORCE AND CUTS DOWN ON SUPERVISION. PLANNED TRAINING PRODUCES A SOURCE OF SKILLED WORKERS FROM WHICH TO DRAW FOR FUTURE SUPERVISORY PERSONNEL.

THE BUREAU OF APPRENTICESHIP AND TRAINING IS USING EVERY POSSIBLE PROMOTIONAL MEANS TO HELP THE NATION PREPARE FOR A CONSTANT GROWING DEMAND FOR TALENTS OF ALL VARIETIES. AS A NATION WE MUST ATTEMPT TO MEET SPECIFIC NEEDS OF THE FUTURE BY IMPROVING THE QUALITY AND VERSATILITY OF ALL GIFTED INDIVIDUALS WITHOUT REGARD TO RACE, CREED, SEX, AGE, OR PHYSICAL HANDICAPS.

APPRAISAL OF LIMITATIONS AND POTENTIALS OF APPRENTICESHIP: HOW CAN VOLUNTARY AGENCIES HELP IMPLEMENT GOVERNMENT TRAINING PROGRAMS

BY

J. EDWARD DICKERSON

INTRODUCTION

ACCORDING TO AN ARTICLE PUBLISHED IN THE JUNE, 1956, ISSUE OF NATION'S BUSINESS, AMERICAN INDUSTRY WILL NEED 79 MILLION WORKERS BY 1965. THIS IS 8 MILLION MORE THAN IT NOW HAS.

THE CONSENSUS AMONG PERSONS WHO HAVE GIVEN THOUGHT TO AMERICA'S MANPOWER NEEDS IN THE NEXT DECADE IS THAT THESE WILL BE GREAT IN TERMS OF BOTH NUMBERS AND QUALITY. FURTHERMORE, IT IS AGREED THAT THE RELATIVE IMPORTANCE OF OCCUPATIONAL GROUPS WILL BE ALTERED AND THAT THE MOST SUITABLE SOURCE OF SUPPLY LIES IN APPRENTICESHIPS.

THE PURPOSE OF THIS PAPER IS THEN TWO-FOLD: FIRST, A CRITICAL APPRAISAL OF THE LIMITATIONS AND POTENTIALS OF THE APPRENTICESHIP PROGRAMS AS THEY CURRENTLY FUNCTION. SECOND, AN EXAMINATION OF THE ROLE OF VOLUNTARY AGENCIES IN THE OPERATION OF THESE APPRENTICESHIP TRAINING PROGRAMS.

THE AUTHOR'S REFLECTIONS ARE BASED MAINLY ON INTERVIEWS HELD WITH REPRESENTATIVES OF LABOR, MANAGEMENT, THE FEDERAL BUREAU OF APPRENTICESHIP AND TRAINING, THE PUBLIC SCHOOL SYSTEM AND COMMUNITY ORGANIZATIONS IN THE CLEVELAND AREA. EVEN THOUGH THE DATA SUPPORTING THE STUDY ARE EXTREMELY LIMITED AND NARROW, GEOGRAPHICALLY SPEAKING, IT IS THE AUTHOR'S OPINION THAT THE IMPRESSIONS SET FORTH HEREIN ARE MORE OR LESS APPLICABLE TO ANY METROPOLITAN AREA COMPARABLE TO CLEVELAND IN SIZE AND INDUSTRY.

IT WAS THE HOPE OF THE COMMISSION ON MANPOWER UTILIZATION THAT THE SCOPE OF THIS TREATISE WOULD BE PREDICATED ON DATA OBTAINED OVER A WIDER GEOGRAPHICAL AREA. THIS WAS NOT TO BE, HOWEVER. THE PERSONS RESIDING IN THE SEVERAL GEOGRAPHICAL DIVISIONS OF THE UNITED STATES, TO WHOM WE APPEALED FOR ASSISTANCE IN GATHERING OUR DATA, RESPONDED IN ONLY ONE CASE. THIS DEARTH OF RESPONSES MIGHT BE INTERPRETED IN ONE OF TWO WAYS: EITHER THE PERSONS CONTACTED WERE NOT CLOSE ENOUGH TO THE SUBJECT TO KNOW HOW TO PROCEED OR THEY FOUND THE INFORMATION TO BE UNAVAILABLE.

OUR INTERVIEWS WERE DESIGNED TO ELICIT INFORMATION PERTAINING TO THE FOLLOWING: APPRENTICESHIP QUALIFICATIONS, APPLICATION PROCEDURES FOR APPRENTICESHIPS, APPRENTICESHIP OPPORTUNITIES AVAILABLE FOR MINORITY GROUP MEMBERS, THE ADEQUACY OF THE PRESENT APPRENTICESHIP PROGRAM IN TERMS OF INDUSTRY'S FUTURE NEEDS, AND THE ROLE OF VOLUNTARY AGENCIES IN OPERATIONS OF THE APPRENTICESHIP PROGRAM.

FUTURE MANPOWER NEEDS

ANY FORECAST OF THE FUTURE MANPOWER NEEDS OF AMERICAN INDUSTRY, IF IT IS TO BE REASONABLY DEPENDABLE, MUST GIVE CONSIDERATION TO SUCH FACTORS AS CHANGES IN THE RELATIVE MAGNITUDE OF THE SEVERAL CLASSES OF OCCUPATIONAL SKILLS, THE REPLACEMENT OF WORKERS LOST TO INDUSTRY THROUGH DEATH OR RETIREMENT, THE NEW OCCUPATIONS ARISING FROM TECHNOLOGICAL CHANGE, AND THE SHIFTING AGE DISTRIBUTION OF THE WHITE POPULATION.

IN 1910, THIRTY PERCENT OF THE LABOR FORCE WAS UNSKILLED. IN CONTRAST, THE GROUPS COMPRISING THE SKILLED AND SEMI-SKILLED CONSTITUTED 26.4 PERCENT. BY 1950, THEIR RESPECTIVE PROPORTIONS IN THE TOTAL LABOR FORCE WERE 13 PERCENT AND 33.7 PERCENT. WHEREAS THE AGGREGATE INCREASE OF SKILLED AND SEMI-SKILLED IN THE TOTAL LABOR FORCE WAS 7.3 PERCENT, THE ACTUAL INCREASE OF THIS COMBINATION WAS 27 PERCENT. THE UNSKILLED, ON THE OTHER HAND, DECREASED BY 43 PERCENT.

THE DEMAND FOR PROFESSIONAL, TECHNICAL AND CLERICAL WORKERS DURING THE PAST 15 OR 20 YEARS HAS ALSO INCREASED AT AN EXPANDING RATE.

THE OCCUPATIONAL PLANNING COMMITTEE OF THE CLEVELAND WELFARE FEDERATION CONDUCTED, DURING THE FIRST QUARTER OF 1959, A SURVEY OF THE JOB NEEDS OF CLEVELAND INDUSTRY IN THE NEXT DECADE. THE STUDY, "A SURVEY OF OCCUPATIONAL SKILLS IN THE CLEVELAND AREA", STATES, IN PART: "IT IS APPARENT THAT A NEW DIMENSION HAS BEEN ADDED TO OUR LOCAL MANPOWER PROBLEM -- THE QUALITY OF THE LABOR FORCE. TECHNOLOGICAL IMPROVEMENTS IN THE NEXT FIVE YEARS WILL DEMAND A LABOR FORCE POSSESSING A HIGHER DEGREE OF SKILL AND CREATIVENESS, WITH DECLINING EMPHASIS ON THE NEED FOR UNSKILLED AND SEMI-SKILLED HELP."

RECOGNITION OF MANPOWER NEEDS THAT RESULT FROM AN EXPANDING DEMAND BASED ON SHIFTS IN THE RELATIVE IMPORTANCE OF THE SEVERAL OCCUPATIONAL SKILLS IS NOT ENOUGH. CONSIDERATION MUST ALSO BE GIVEN TO THE PROBLEM OF REPLACEMENT; IT IS ESTIMATED THAT 250,000 PERSONS MUST BE TRAINED ANNUALLY TO PROVIDE FOR SKILLED LABOR DEMANDS RESULTING FROM DEATH AND RETIREMENT.

AUTOMATION AND MECHANIZATION HAVE, WITHOUT DOUBT, CREATED A DEMAND FOR NEW JOB SKILLS. FURTHERMORE, TECHNOLOGICAL CHANGES IN THE PAST 15 OR 20 YEARS HAVE LED TO THE MODIFICATION OR ALTERATION OF OLD SKILLS. THE EXTENT OF FUTURE MANPOWER NEEDS RESULTING FROM SUCH CHANGES IS NOT KNOWN, BUT THE CONSENSUS IS THAT THESE FUTURE NEEDS WILL BE GREAT.

THE PREDICTION HAS BEEN MADE THAT THE 25-40 AGE GROUP WILL DECREASE BY 600,000 BY THE YEAR 1965. THIS WILL MOST CERTAINLY MAKE MORE DIFFICULT THE SOLUTION TO AMERICA'S COMING MANPOWER PROBLEM.

THE LATE HOWARD WHIPPLE GREENE, COMMENTING IN 1957 ON THE CHANGES IN CLEVELAND'S POPULATION, WROTE: "THERE ARE 2,956 FEWER 31-YEAR-OLD WHITE MEN AND WOMEN IN OUR POPULATION THAN A YEAR AGO, AND THERE WILL BE FEWER EACH YEAR UNTIL 1965. THERE WILL BE 2,950 FEWER WHITE MEN AND WOMEN 32 YEARS OF AGE NEXT YEAR THAN THERE ARE NOW, AND THEY WILL DECREASE EACH YEAR UNTIL 1966, AFTER WHICH THEY WILL INCREASE FOR 13 YEARS (AND DECREASE FOR) NINE -- 22 YEARS TO COMPLETE THE CYCLE.

"NOT ONLY ARE THERE 2,956 FEWER WHITE MEN AND WOMEN 31 YEARS OF AGE THAN A YEAR AGO THIS TIME, BUT THERE ARE 6,179 FEWER WHITE MEN AND WOMEN 25 TO 30 YEARS OF AGE NOW THAN TWELVE MONTHS AGO. THIS MEANS 9,135 FEWER WHITE MEN AND WOMEN 25 TO 31 YEARS OF AGE AVAILABLE FOR OUR LABOR FORCE."

RESOLVING THE PROBLEM OF INDUSTRY'S FUTURE MANPOWER NEEDS

IT IS ACCEPTED AS FACT BY ALL CONCERNED THAT THE BEST SOURCE OF SKILLED WORKERS IS APPRENTICESHIP. MANY EXPRESSED DOUBT, HOWEVER, THAT APPRENTICESHIP PROGRAMS CAN SUPPLY AMERICAN INDUSTRY'S FUTURE NEEDS AT THEIR PRESENT LEVEL OF OPERATION. E.R. CHAPPELL, ASSISTANT TO THE SECRETARY OF LABOR, STATED THAT THE PRESENT APPRENTICESHIP PROGRAMS ARE INADEQUATE IN TERMS OF BOTH NUMBERS AND QUALITY.

IN THE EYES OF THIS WRITER, THE INADEQUACY OF THE PRESENT PROGRAMS MAY BE ACCOUNTED FOR, AT LEAST IN PART, BY A BROMIDE-PHILOSOPHY, LACK OF INTEREST, SELFISHNESS, AND LACK OF INCENTIVES.

THE BROMIDE-PHILOSOPHY, ADMITTEDLY A COINED TERM, IS APPLIED TO THAT TYPE OF THINKING OR ACTION THAT JUSTIFIES ITS EXISTENCE PURELY ON THE BASIS OF THE CONVENTIONAL, THE OBSOLETE, THE TRADITIONAL. COMMENTS ON THE ADEQUACY OF THE PRESENT PROGRAMS IN TERMS OF FUTURE MANPOWER NEEDS WERE EVASIVE, COMPLACENT, AND LACKING IN KNOWLEDGE.

IN SEVERAL INSTANCES, THE REPRESENTATIVES OF LABOR WITH WHOM THE AUTHOR TALKED WERE EMPHATIC IN PROCLAIMING THE ADEQUACY OF THEIR ORGANIZATIONS' APPRENTICESHIP PROGRAMS. THEY USUALLY SUGGESTED, HOWEVER, THAT SOMEONE ELSE WAS THE LOGICAL PERSON TO ANSWER

SPECIFIC QUESTIONS. CONTACTED BY MAIL OR TELEPHONE, THE SUGGESTED INDIVIDUALS FAILED TO REPLY OR OFFERED NEW REFERRALS.

AN OFFICIAL OF THE FEDERAL BUREAU OF APPRENTICESHIP AND TRAINING, AND A REPRESENTATIVE OF A MANFACTURER'S ORGANIZATION, WERE OF THE OPINION THAT THE TIME TO PREPARE PEOPLE TO FILL INDUSTRIAL MANPOWER NEEDS WAS AFTER THE NEEDS HAD BECOME REALITIES. THE FORMER APPEARED TO GLOAT WHEN REPLYING ("LABOR WOULD FIND THE MEN TO BUILD 10,000 HOMES TODAY, IF SOCIETY NEEDED THEM") TO THE QUESTION: "IS APPRENTICESHIP, AS IT CURRENTLY OPERATES, ADEQUATE TO SUPPLY THE FUTURE LABOR NEEDS OF INDUSTRY?"

ANOTHER STATEMENT WHICH BROUGHT EVASIVE OR PLATITUDINOUS COMMENTS WAS: "MEN IN THE FIELD OF SERVICE TO MINORITY GROUPS LOOK UPON APPRENTICESHIP TRAINING PROGRAMS AS TOOLS, IN EFFECT, FOR BLOCKING THE ENTRANCE OF QUALIFIED MINORITY GROUP MEMBERS INTO APPRENTICEABLE OCCUPATIONS." IT IS TRUE THAT NEGROES ARE FOUND IN MOST APPRENTICESHIP PROGRAMS. HOWEVER, ANY CLAIM THAT THEIR PARTICIPATION, EXCEPT IN THE "MUD TRADES," EXTENDS MUCH BEYOND THE WELL-KNOWN "EXCEPTION THAT PROVES THE ROLE" IS CONTRARY TO FACT.

THERE ARE MANY REASONS FOR THE LIMITED PARTICIPATION OF NEGROES IN APPRENTICESHIP PROGRAMS. CERTAINLY THEY INCLUDE IGNORANCE OF THE ENTRANCE PROCEDURE, IGNORANCE OF THE OPPORTUNITIES OFFERED INDIVIDUALLY AND COLLECTIVELY BY THE OCCUPATIONS; LACK OF KNOWLEDGE ON THE PART OF VOCATIONAL COUNSELORS AND SCHOOL ADVISERS ABOUT JOB OPPORTUNITIES OPENED TO NEGROES IN THE PAST 15 YEARS; OUT-AND-OUT DISCRIMINATION ON THE PART OF JOINT APPRENTICESHIP COUNCILS, EMPLOYERS, TRADE SCHOOL OFFICIALS, AND LABOR ORGANIZATIONS; AND THE ATTITUDES OF MANY PARENTS TOWARD THE BLUE COLLAR OCCUPATIONS.

WHAT IS BEING DONE TO RESOLVE THE PROBLEM

FILLING THE FUTURE MANPOWER NEEDS OF AMERICAN INDUSTRY PRESENTS A PROBLEM OF GREAT SCOPE, AND THE SEVERAL GROUPS CONCERNED -- MANAGEMENT, LABOR, GOVERNMENT, PRIVATE AGENCIES AND PARENTS -- MUST WORK TOGETHER IF THE QUALITY AND QUANTITY OF THE SKILLED WORK FORCE OF TOMORROW IS TO BE SUCH AS TO ENABLE THE PRODUCTIVE PROCESSES TO FUNCTION AT THEIR OPTIMUM LEVEL OF EFFICIENCY.

BASIC TO THE REALIZATION OF THIS END ARE A KNOWLEDGE OF THE FUTURE MANPOWER NEEDS AND A SYSTEM OF APPRENTICESHIP PROGRAMS FREE OF DISCRIMINATORY PRACTICES, QUOTAS, SELFISHNESS, AND ACTS OF PIRACY.

THE STUDY CONDUCTED BY THE OCCUPATIONAL PLANNING COMMITTEE OF THE CLEVELAND WELFARE FOUNDATION, QUOTED EARLIER, WAS ONLY A SAMPLE SURVEY "TO DETERMINE POSSIBLE TRENDS OR CHANGES IN THE RELATIVE IMPORTANCE OF THE MAJOR OCCUPATIONAL GROUPS IN THE CLEVELAND AREA LABOR FORCE DURING THE NEXT 5-YEAR AND 10-YEAR PERIODS." WHILE THAT STUDY WAS LIMITED IN SCOPE AND LEFT MUCH TO BE DESIRED, IT POINTS THE WAY TO SURVEYS THAT MIGHT BE UNDERTAKEN IN OTHER CITIES.

IN LOS ANGELES, CALIFORNIA, AN ORGANIZATION WAS FORMED IN MARCH, 1959, FOR THE PURPOSE OF SPEEDING UP AND STRENGTHENING THE LOCAL APPRENTICESHIP PROGRAM. THE ORGANIZATION -- LOS ANGELES LABOR-MANAGEMENT APPRENTICESHIP COUNCIL -- WILL FUNCTION AS AN "OVERALL COORDINATING AGENCY FOR THE LOCAL JOINT APPRENTICESHIP COUNCILS." IN ADDITION, THE LOS ANGELES URBAN LEAGUE ORGANIZED A TRADE UNION COMMITTEE ON APPRENTICESHIP TO PROMOTE ACCEPTANCE OF NEGROES IN THESE PROGRAMS.

THE NATIONAL ASSOCIATION OF MANUFACTURERS ESTABLISHED A DEPARTMENT OF EDUCATION. ONE OF ITS PURPOSES IS TO PROVIDE THE MACHINERY TO "STIMULATE AT THE COMMUNITY LEVEL PROJECTS WHICH WILL EXPOSE MORE AND MORE STUDENTS TO VOCATIONAL OPPORTUNITIES IN INDUSTRY."

SIMILAR PROJECTS HAVE UNDOUBTEDLY BEEN ORGANIZED IN OTHER PARTS OF THE NATION. IN THE LIGHT OF THE MAGNITUDE AND GRAVITY OF THE PROBLEM, HOWEVER, THESE CAN BE THOUGHT

OF ONLY AS AN INDICATION THAT THE SITUATION WARRANTS ATTENTION CONSIDERABLY MORE PROFOUND AND EXHAUSTIVE.

FOR EXAMPLE, ONE EMPLOYER REPRESENTATIVE EXPRESSED THE OPINION THAT THERE SHOULD BE A UNITED AND COOPERATIVE STUDY BY LOCAL INDUSTRY OF THE FUTURE MANPOWER NEEDS IN THE CLEVELAND AREA, PRESUMABLY IN GREATER DEPTH THAN THE WELFARE FEDERATION STUDY OF 1959. THE SMALLER COMPANIES, HE NOTED, ARE UNABLE TO MAKE SUCH SURVEYS ON THEIR OWN AND CURRENTLY CONCERN THEMSELVES MORE WITH CALL-BACKS.

IT WOULD SEEM THAT THE PROBLEM OF AMERICAN INDUSTRY'S FUTURE MANPOWER NEEDS IS BEING TREATED ALONG THE LINES OF THE OLD ADAGE: "EVERYONE TALKS ABOUT THE WEATHER BUT NOBODY DOES ANYTHING ABOUT IT."

THE ROLE OF VOLUNTARY AGENCIES

AN IMPORTANT ELEMENT IN THE EFFICIENT OPERATION OF APPRENTICESHIP PROGRAMS IS THE APPRENTICE. THE INDIVIDUALS SELECTED FOR THESE PROGRAMS MUST BE ADEQUATE IN BOTH QUALITY AND QUANTITY.

SIMILARLY, THE PERSONS OR AGENCIES FUNCTIONING IN THE APPRENTICESHIP RECRUITMENT PROCESS MUST NOT ONLY BE WELL-INFORMED, BUT MUST HAVE THE KNACK OF PROVIDING THE INCENTIVES NECESSARY TO IMPEL SUFFICIENT RESPONSE TO THEIR EFFORTS. THERE APPEAR TO BE TOO MANY INDIVIDUALS, FUNCTIONING AS ADVISERS, WHO ARE NOT SUFFICIENTLY INFORMED ABOUT THE NUMBER AND QUALITY OF JOB OPPORTUNITIES AVAILABLE IN INDUSTRY, ESPECIALLY THOSE OPEN TO THE NEGRO.

IT IS NO SECRET THAT, MORE OFTEN THAN NOT, THE WHITE GUIDANCE COUNSELORS IN THE SECONDARY SCHOOLS OF AMERICA ADVISE NEGRO BOYS AND GIRLS TO CHOOSE CAREERS IN THE SO-CALLED TRADITIONAL OCCUPATIONS. THE ADVICE IS NOT ALWAYS BASED ON PREJUDICE, BUT IS RATHER THE RESULT OF IGNORANCE OF THE MANY DIFFERENT JOB OPPORTUNITIES THAT HAVE BEEN OPENED TO NEGROES IN THE PAST FIFTEEN YEARS.

YET ANOTHER LIMITING FACTOR IS THE PARENT. PARENTS, PERHAPS ESPECIALLY NEGRO PARENTS, FEEL THAT BLUE COLLAR JOBS ARE DEGRADING AND, CONSEQUENTLY, OFTEN OPPOSE EFFORTS TO ADVISE THEIR CHILDREN TO PREPARE FOR SKILLED JOBS IN THE BLUE COLLAR FIELDS.

THE YOUNG NEGRO HIMSELF PRESENTS A PROBLEM, SINCE HIS BACKGROUND MAY CAUSE HIM, TOO, TO LOOK UPON CERTAIN KINDS OF WORK AS DEGRADING. HE FEELS THAT THE WHITE COLLAR JOB GIVES HIM PRESTIGE. FURTHERMORE, HE IS OFTEN UNAWARE OF THE MANY JOB OPPORTUNITIES AVAILABLE NOW TO NEGROES.

IN AN EFFORT TO COUNTERACT SOME OF THESE FORCES, THE PRESIDENT'S COMMITTEE ON GOVERNMENT CONTRACTS SPONSORED, IN FEBRUARY, 1957, A YOUTH TRAINING INCENTIVES CONFERENCE. IT HAS AS ITS PURPOSE THE DEVELOPMENT OF METHODS OF MOTIVATING YOUTH, ESPECIALLY MINORITY GROUP YOUTH, TO TRAIN THEMSELVES FOR THE INCREASING NUMBER OF SKILLED AND TECHNICAL JOBS.

AMONG VOLUNTARY AGENCIES, SUCH PROGRAMS AS THE NATIONAL URBAN LEAGUE'S TST ("TOMORROW'S SCIENTISTS AND TECHNICIANS") EFFORT HAVE AS THEIR MAIN PURPOSE THE DEVELOPMENT BY NEGRO YOUTH OF THE ABILITIES AND SKILLS THAT WILL PREPARE THEM FOR THE TECHNOLOGICAL AGE.

THESE INCENTIVE EFFORTS ARE BUT SAMPLES OF THE THINGS THAT INTERGROUP RELATIONS AND OTHER AGENCIES MUST DO ON A MORE EXTENSIVE SCALE IF THE FUTURE MANPOWER NEEDS OF INDUSTRY ARE TO BE REALIZED FULLY. THE EFFECTIVENESS OF THESE EFFORTS WILL DEPEND, IN LARGE MEASURE, ON THE EXTENT TO WHICH THESE AGENCIES FAMILIARIZE THEMSELVES WITH THE SEVERAL APPRENTICESHIP PROGRAMS, THEIR REQUIREMENTS, AND THEIR ENTRANCE PROCEDURES. AGENCIES MUST BECOME WELL-INFORMED ON CURRENT ACTIVITIES IN RESPECT TO TRAINING CLASSES. FINALLY, COMMUNITY PROJECTS THAT WILL SERVE TO COMBAT MISUNDERSTANDING,

LETHARGY, AND AMBIVALENT ATTITUDES OF PARENTS WITH RESPECT TO THE CAREERS OF THEIR CHILDREN SHOULD BE FOSTERED. ONE EXCELLENT TYPE OF INCENTIVE MATERIAL COULD BE DEVELOPED FROM STUDIES OF THE KINDS OF JOBS THAT NEGROES ARE PERFORMING IN THEIR RESPECTIVE COMMUNITIES.

WHATEVER THE MEANS OR MATERIAL, IT IS CLEAR THAT MORE MUST BE DONE.

OUR COMPANY'S EXPERIENCE WITH MERIT EMPLOYMENT

A STATEMENT BY

C.W. UFFORD
DIRECTOR OF INDUSTRIAL RELATIONS
THE WARNER & SWASEY COMPANY

THE WARNER & SWASEY COMPANY HAS HAD AN INTERESTING AND BENEFICIAL EXPERIENCE DURING THE EVOLUTION FROM ITS CONVENTIONAL PRE-WORLD WAR II THINKING ON THE SUBJECT OF MERIT EMPLOYMENT TO ITS PRESENT ACCEPTANCE AND PRACTICE OF THIS PRINCIPLE. IN RECENT YEARS WE HAVE FOUND IT DIFFICULT, IF NOT IMPOSSIBLE, TO MAN OUR SHOP AND OFFICE IN CLEVELAND, OHIO, WITHOUT FOLLOWING THE PRINCIPLE OF EMPLOYING ANY PERSON WHO, AFTER CAREFUL INTERVIEWING AND INVESTIGATION, APPEARS TO BE THE BEST CANDIDATE AVAILABLE TO DO OR TO LEARN TO DO THE JOB IN QUESTION AND TO BE A WARNER & SWASEY CALIBER EMPLOYEE. THIS IS OUR EMPLOYMENT POLICY. WE HAVE TO USE JUDGMENT, OF COURSE, AND WE HAVE MADE MISTAKES BOTH WAYS, BUT IN GENERAL THE POLICY HAS WORKED WELL.

IT IS NOT OUR POLICY, HOWEVER, TO EMPLOY PEOPLE WHO DO NOT APPEAR TO HAVE A REASONABLE CHANCE OF SUCCESS ON THE JOB IN QUESTION. NEITHER IS IT OUR POLICY TO FAVOR ANY PERSON BECAUSE HE IS A MEMBER OF A MINORITY GROUP. IN ANY EVENT, WE HAVE ON OUR PAYROLL BOTH MEN AND WOMEN, HANDICAPPED AND NON-HANDICAPPED, YOUNG AND OLD, NEGROES AND WHITES, PROTESTANTS, CATHOLICS, JEWS, A HINDU, AND PEOPLE OF COUNTLESS NATIONAL BACKGROUNDS, INCLUDING INDIAN AND KOREAN. WE ALSO HAVE PEOPLE IN MOST OF THESE GROUPS RETIRED UNDER OUR PENSION PROGRAM.

A BRIEF REVIEW OF OUR EXPERIENCE MAY BE INTERESTING. NATURALLY, IN A STATEMENT AS BRIEF AS THIS, MANY GENERALITIES MUST BE UTILIZED, BUT I WILL TRY TO HIGHLIGHT THE REALITIES WITH A FEW CONCRETE EXAMPLES.

LET ME GIVE YOU SOME BACKGROUND ABOUT WARNER & SWASEY. THE COMPANY WAS ORGANIZED IN 1880 AND HAS SINCE THEN BEEN IN THE BUSINESS OF DESIGNING AND BUILDING SOME OF THE COUNTRY'S FINEST AND MOST RESPECTED MACHINE TOOLS, TOGETHER WITH OTHER PRECISION EQUIPMENT THAT INCLUDES OPTICAL GUNNERY CONTROL INSTRUMENTS AND SOME OF THE WORLD'S GREATEST ASTRONOMICAL TELESCOPES.

WHILE WE HAVE DIVERSIFIED GREATLY IN RECENT YEARS, OUR PRINCIPAL PRODUCTS IN CLEVELAND ARE TURRET LATHES, AND SINGLE AND MULTIPLE-SPINDLE AUTOMATIC METAL TURNING MACHINES. ALL THESE MACHINES ARE DESIGNED TO SHAPE METAL AT HIGH SPEED WITH GREAT DEPENDABILITY AND ACCURACY. IF YOU WILL VISUALIZE THAT THE AVERAGE HUMAN HAIR IS ABOUT 3/1000" IN THICKNESS, YOU WILL UNDERSTAND THE DEMANDS FOR SKILL, DEPENDABILITY, AND EXPERIENCE PUT UPON OUR EQUIPMENT, PROCESSES, AND PEOPLE WHEN I TELL YOU THAT MANY OF THE OPERATIONS WE PERFORM INVOLVE FORMING METAL WITHIN TOLERANCES AS SMALL AS 1/10 OR 1/15 THE THICKNESS OF A HUMAN HAIR. UNTIL RECENT YEARS, IT WAS A RARE EVENT TO FIND ANYONE BUT WHITE MALES WHO HAD ACQUIRED THE QUALIFICATIONS TO DO SUCH JOBS.

PRIOR TO WORLD WAR II THE COMPANY FOLLOWED THE CONVENTIONAL ATTITUDE IN OUR INDUSTRY WHICH DID NOT INCLUDE FULL MERIT EMPLOYMENT PRACTICES AS WE KNOW THEM TODAY. FOR EXAMPLE, IT WAS FELT THAT WOMEN COULD NOT POSSIBLY BE EMPLOYED IN OUR SHOP, WHILE NEGROES WERE EMPLOYED ONLY IN JOBS SUCH AS PORTER.

WORLD WAR II CREATED GREATER MANPOWER NEEDS THAN HAD PREVIOUSLY BEEN EXPERIENCED. THE COMPANY TRIED MANY THINGS TO BUILD THE WORKFORCE RAPIDLY, INCLUDING ACCELERATED UPGRADING, ADVERTISING, DOORBELL-RINGING FOR HELP, AND USE OF PART-TIME EMPLOYEES. FINALLY, SOME JOBS WERE SET UP IN THE SHOP WHICH COULD BE PERFORMED BY WOMEN. AS LATE AS 1942, HOWEVER, NEGROES WERE EMPLOYED ONLY IN SERVICE JOBS AND ALMOST EVERYONE, INCLUDING THE UNION, OPPOSED ANY CHANGE.

LATE IN 1942 A GROUP OF NEGROES WAS BROUGHT IN, BOTH TO THE PLANT AND OFFICE, EACH

ONE CAREFULLY SCREENED FOR OUR NEEDS BY THE URBAN LEAGUE AS WELL AS BY OUR OWN EMPLOYMENT PEOPLE. AT FIRST THEY WERE EMPLOYED ON MINOR JOBS, SUCH AS PORTERS, TRUCKERS, BAR STOCK, HEAT TREAT -- JOBS WHICH MANY WHITE EMPLOYEES DID NOT LIKE. THE UNION AND A GREAT MANY EMPLOYEES AT VARIOUS LEVELS WERE DISTURBED AT THE MOVE, AND A FEW EMPLOYEES QUIT IN PROTEST. THE INTEGRATION WAS NOT COMPLETE. THE NEGROES, FOR EXAMPLE, WERE ASKED TO USE CERTAIN PARTS OF THE WASHROOMS. THIS WAS RESENTED AT FIRST. WITHIN A FEW WEEKS, HOWEVER, THE PROBLEMS BEGAN TO WORK THEMSELVES OUT. THE RESTRICTIONS FELL BY THE WAYSIDE, AND THE RESENTMENT DECREASED GRADUALLY IN THE MINDS OF MOST PEOPLE.

OF COURSE, IN A SHOP LIKE OURS MANY OF THE GOOD JOBS REQUIRE AN EXTREME DEGREE OF MACHINE SKILL AND EXPERIENCE. ALMOST NO NEGROES WERE AVAILABLE WHO HAD ANY SUCH BACKGROUND. CONSEQUENTLY, WE COULD HIRE ONLY NEGROES - AND FOR THAT MATTER, ONLY WHITES - WHO LOOKED AS IF THEY COULD ACCEPT EXTENSIVE TRAINING IN COMPLETELY NEW FIELDS. THIS MEANT TURNING DOWN A MAJORITY OF ALL APPLICANTS BECAUSE THEY DID NOT APPEAR TO JUSTIFY THE TRAINING INVESTMENT REQUIRED. MANY WHOM WE DID HIRE -- OF BOTH RACES -- FAILED. CONVERSELY, SOME OF BOTH RACES APPLIED THEMSELVES WELL, DEMONSTRATED ABILITY, AND MADE PROGRESS. OTHERS HAVE STOOD COMPARATIVELY STILL. WHILE MY ILLUSTRATION HAS PERTAINED TO THE SHOP, ABOUT THE SAME PICTURE EXISTED IN THE OFFICE.

AS WORLD WAR II CAME TO AN END, THE COMPANY REDUCED ITS FORCE RADICALLY FROM A PEAK OF OVER 6,000 TO APPROXIMATELY 2,000 BY FEBRUARY 1948. ALL SEPARATIONS WERE STRICTLY ACCORDING TO THE TERMS OF THE LABOR AGREEMENT WHICH WAS NON-DISCRIMINATORY. HOWEVER, PERSONS BROUGHT IN DURING THE WAR WERE NEW AND SUFFERED MOST IN THE LAYOFFS, SO A GREATER PERCENTAGE OF NEGROES THAN WHITES WAS LAID OFF. THE SAME THING WAS TRUE OF WOMEN. HOWEVER, IN NOVEMBER, 1952, THERE WERE ABOUT 17% NEGROES AND OTHER MINORITY REPRESENTATIVES IN THE SHOP AND ABOUT 5% IN THE OFFICE.

TODAY MINORITY REPRESENTATIVES ARE EMPLOYED THROUGHOUT THE SHOP AND OFFICES. SOME IN THE SHOP ARE STILL DOING LABOR WORK. SOME HAVE BECOME HIGHLY SKILLED AND HAVE THE SAME PAY AND STATURE AS ANYONE ELSE. IN THE OFFICE THEY ARE FOUND IN MAILING, FILING, STENOGRAPHIC, ORDER, INDUSTRIAL ENGINEERING, SALES ENGINEERING, AND THROUGHOUT THE PRODUCT ENGINEERING DEPARTMENTS.

THE PROGRESS OF A FEW NEGROES OVER THE YEARS MIGHT BE INTERESTING TO YOU.

ONE MAN, A HIGH SCHOOL GRADUATE WITH EXPERIENCE ONLY AS A CORE CLEANER AND TRUCK DRIVER, WAS HIRED IN 1942 AT 65¢ AN HOUR. TODAY HE OPERATES A BAR TURRET LATHE AT $2.48 PER HOUR. THIS MAN CONSISTENTLY PERFORMS AT BETTER THAN 100% EFFICIENCY AND EARNS GOOD INCENTIVE PAY. HIS ATTENDANCE IS GOOD, AND HE IS A RESPECTED EMPLOYEE. HIS GROSS EARNINGS IN 1957 WERE $5,399. (I USE 1957 INSTEAD OF 1958 BECAUSE IT WAS MORE NEARLY A FULL EMPLOYMENT YEAR.)

ANOTHER MAN FINISHED 11½ YEARS OF SCHOOL AND HAD EXPERIENCE AS DRUG STORE CLERK, BELLBOY, AND TRUCK DRIVER. HE WAS HIRED IN 1942 AS A PORTER AND IS STILL ONLY A POWER TRUCKER. HOWEVER, HIS PRESENT RATE IS $2.32 PER HOUR. HE IS ON A GROUP INCENTIVE WHICH, THROUGH COOPERATIVE AND DILIGENT WORK, ALLOWS THESE MEN TO EARN CONSIDERABLE ADDITIONAL MONEY. HIS ATTENDANCE IS EXCELLENT. HIS GROSS EARNINGS IN 1957 WERE $6,109.

A THIRD EXAMPLE FINISHED SIX GRADES OF SCHOOL AND HAD EXPERIENCE ONLY AS A CUSTODIAN AND CHAUFFEUR. HE WAS HIRED IN 1942 AS A HELPER AT 65¢ PER HOUR. TODAY HE HAS PROGRESSED THROUGH VARIOUS UPGRADINGS TO WELDER, CLASS "B", AT $2.64 PER HOUR. HIS ATTENDANCE IS GOOD; THE FOREMAN CONSIDERS HIM AN EXCELLENT EMPLOYEE AND SAYS HE IS "STRICTLY BUSINESS." THIS MAN'S GROSS EARNINGS WERE $6,044 IN 1957.

ANOTHER MAN IS A HIGH SCHOOL GRADUATE WHO HAD PREVIOUSLY DONE ONLY PORTER AND LABOR WORK. HE WAS HIRED IN 1941 AS A CUSPIDOR CLEANER AT 73¢ AN HOUR. HE IS NOW A POWER TRUCKER AT $2.32 AN HOUR. HIS ATTENDANCE IS EXCELLENT. HIS GROSS EARNINGS IN 1957 WERE $6,089.

ANOTHER MAN FINISHED 11 GRADES OF SCHOOL AND WAS SELF-EMPLOYED AS A PIANO PLAYER; HE WAS HIRED IN 1940 AS A PORTER AT 83¢ AN HOUR. HE HAS BEEN UPGRADED THROUGH SEVERAL STEPS TO MACHINE ASSEMBLER "B" AT $2.56 AN HOUR. THIS MAN CONSISTENTLY PERFORMS AT LOW EFFICIENCY AND SO EARNS NO BONUS. HIS FORMAN CONSIDERS HIM "NOT AMBITIOUS AND OVERRATED." HOWEVER, HIS ATTENDANCE IS VERY GOOD, AND HIS GROSS EARNINGS IN 1957 WERE $5,640.

A SIXTH NEGRO HAD COMPLETED 10 YEARS OF SCHOOLING AND HAD EXPERIENCE ONLY AS A TRUCK DRIVER AND SERVICE STATION MANAGER. HE WAS HIRED IN 1942 AS AN ELECTRIC TRUCKER. HE HAS ADVANCED THROUGH VARIOUS MACHINE SKILLS TO OPERATING A HORIZONTAL BORING MILL AT $2.72 PER HOUR. THIS IS A HIGHLY SKILLED JOB WHICH HE PERFORMS AT AROUND 100% EFFICIENCY AND SOMETIMES MAKES A BONUS. HE IS SOMEWHAT LIMITED IN THE TYPE OF WORK HE CAN DO ON THIS JOB, BUT HIS ATTENDANCE IS GOOD, HE HAS A GOOD ATTITUDE AND HE IS WELL LIKED. HIS GROSS EARNINGS IN 1957 WERE $6,308.

ANOTHER EXAMPLE FINISHED FIVE YEARS OF SCHOOLING AND HAD EXPERIENCE ONLY AS A HOUSEMAN AND LABORER. WE HIRED HIM IN 1942 AS AN ELECTRIC TRUCKER AT 65¢ PER HOUR. HE IS NOW ONE OF OUR HIGHLY SKILLED BED GRINDERS AT $2.64 PER HOUR. HIS EFFICIENCY IS ONLY FAIR, BUT THE JOB IS A DIFFICULT ONE. HE EARNS LITTLE BONUS, BUT HIS ATTENDANCE IS EXCELLENT. HIS GROSS EARNINGS IN 1957 WERE $6,070.

A FINAL EXAMPLE IS A HIGH SCHOOL GRADUATE WITH 10 YEARS' EXPERIENCE AS AN AUTO MECHANIC HELPER. WE HIRED HIM IN 1942 AS A LABORER IN THE BOILER ROOM AT 65¢ PER HOUR. HE HAS PROGRESSED THROUGH VARIOUS GRADES TO HEATING AND AIR CONDITIONING MAINTENANCE AT $2.72 AN HOUR. HIS GROSS EARNINGS IN 1957 WERE $7,655.

IN THESE ILLUSTRATIONS I HAVE INTENTIONALLY CHOSEN EXAMPLES OF BOTH MODEST SUCCESS AND SUBSTANTIAL PROGRESS. SOME NEGROES, OF COURSE, HAVE NOT WORKED OUT AND ARE NO LONGER WITH US. THE SAME VARIETY OF EXPERIENCE APPLIES TO WHITE MALE EMPLOYEES AND TO OTHER MINORITY GROUPS.

WITH THIS BACKGROUND, LET ME PROCEED NOW TO SOME SPECIFIC QUESTIONS WHICH ARE FREQUENTLY ASKED OF US.

TO WHAT EXTENT ARE WORKERS EMPLOYED REGARDLESS OF THEIR MINORITY GROUP STATUS? OUR ANSWER IS THAT ALL OUR WORKERS ARE EMPLOYED TODAY REGARDLESS OF THEIR MINORITY GROUP STATUS ON A FAIR AND REALISTIC BASIS. AS I STATED EARLIER, OUR POLICY IS TO EMPLOY ANY PERSON WHO, AFTER CAREFUL INTERVIEWING AND INVESTIGATION, APPEARS TO BE THE BEST CANDIDATE AVAILABLE TO DO OR TO LEARN TO DO THE JOB IN QUESTION AND TO BE A WARNER & SWASEY CALIBER EMPLOYEE. WE WOULD NOT, HOWEVER, KNOWINGLY EMPLOY ANY PERSON FOR A JOB WHICH FOR SOME REASON HE WOULD NOT HAVE A REASONABLE CHANCE OF PERFORMING.

FOR EXAMPLE, IN VIEW OF PREVALENT, KNOWN ATTITUDES WHICH TEND TO DENY FULL ACCEPTABILITY TO WOMEN AND VARIOUS MINORITY GROUPS, WE WOULD NOT EMPLOY AS A CANDIDATE FOR MACHINE TOOL SALESMAN A WOMAN, A MINORITY REPRESENTATIVE, OR A PERSON WHO FOR ANY PERSONAL OR FAMILY REASON COULD NOT STAND THE RIGORS OF ALMOST CONSTANT TRAVELING, OR WHO COULD NOT BE STATIONED IN ANY AREA OF THE UNITED STATES AS OPPORTUNITY AND NEED FOR HIS SERVICES DEVELOPED. HOWEVER, IF THE CLIMATE OF ACCEPTANCE CHANGES, WE WOULD HAVE NO OBJECTION TO UTILIZING SUCH PERSONS IN THE FIELD IF THEY WERE OTHERWISE QUALIFIED.

HOWEVER, THE BREADTH OF OUR ABILITY TO ABSORB MINORITY REPRESENTATIVES IS CONSTANTLY INCREASING; AS A RESULT, IT LOOKS LIKE THE INDIAN I MENTIONED EARLIER MAY FIND A SUBSTANTIAL PLACE AND CONTINUING PROGRESS FOR HIMSELF WITHIN OUR COMPANY.

WHAT OPPORTUNITIES ARE THERE IN OTHER COMPANIES FOR TRAINING AND UPGRADING OF SUCH MINORITY REPRESENTATIVES? MOST MINORITY REPRESENTATIVES ON OUR PAYROLL HAVE BEEN UPGRADED FROM ONE TO SEVERAL TIMES, FOR EACH STEP OF WHICH HE HAS BEEN GIVEN ADEQUATE TRAINING. THIS PROCESS IS ALMOST CONSTANT IN OUR COMPANY AND ACCOUNTS FOR THE VERY LARGE DEGREE TO WHICH THE COMPANY HAS BUILT FROM WITHIN AN OUTSTANDING ORGANIZATION.

THIS POLICY IS OVER 75 YEARS OLD AND CONTINUES AS A BASIC ORGANIZATION DEVELOPMENT POLICY FOR THE FUTURE.

EVERY EMPLOYEE IS A CANDIDATE FOR UPGRADING IF HE HAS THE NECESSARY ABILITY AND THE WILLINGNESS TO WORK FOR PROMOTION OVER THE NECESSARY PERIOD OF TIME AND IF HE HAS DEMONSTRATED HIGH SUCCESS ON PREVIOUS ASSIGNMENTS. EVERY EMPLOYEE HAS EQUAL RIGHT TO PARTICIPATE IN OUR EMPLOYEE EDUCATION PROGRAM THROUGH WHICH THE COMPANY SUBSIDIZES UP TO 100% THE COST OF APPROVED EDUCATION TO BENEFIT THE EMPLOYEE. INCIDENTALLY, OUR INDIAN AND OUR KOREAN ARE BOTH DILIGENT PARTICIPANTS IN THIS PROGRAM.

PROBABLY EVERYONE IN OUR COMPANY HAS BEEN CONDITIONED TO THE IDEA OF TRAINING AND UPGRADING OF MINORITY GROUPS BECAUSE, AS A PART OF OUR INTERNATIONAL SALES OPERATIONS, WE HAVE TRAINED OVER THE YEARS TURKS, CHINESE, JAPANESE, INDIANS, EGYPTIANS, INDONESIANS, AND PEOPLE FROM NEARLY EVERY COUNTRY IN LATIN AMERICA AND EUROPE.

WHAT IS OUR POLICY REGARDING MINORITIES IN APPRENTICESHIP TRAINING PROGRAMS? WE HAVE HAD APPRENTICESHIP PROGRAMS OF VARIOUS TYPES SINCE THE INCEPTION OF THE COMPANY. THE SELECTION OF MEN FOR THEM IS EXTREMELY COMPETITIVE BECAUSE THROUGH THESE PROGRAMS WE RECRUIT EACH YEAR A HANDFUL OF EXCEPTIONALLY QUALIFIED YOUNG PEOPLE WHO APPEAR TO HAVE THE ABILITY AND DETERMINATION TO RISE FAR IN OUR BUSINESS. GRADUATES OF THESE PROGRAM INCLUDE THE FORMER CHAIRMAN OF THE BOARD, THE PRESIDENT, A RECENTLY-RETIRED VICE PRESIDENT, THE SECRETARY, TREASURER, WORKS MANAGER, AND OTHERS OF THE PRINCIPAL EXECUTIVES OF THE BUSINESS. I CITE THESE EXAMPLES TO ILLUSTRATE WHAT CANDIDATES FOR THESE PROGRAMS ARE UP AGAINST IN THE WAY OF REQUIREMENTS AND COMPETITION. OF COURSE, WE DO NOT EXPECT ALL TRAINEES TO GO THAT HIGH, AND THE MIDDLE LEVELS OF THE COMPANY ARE STRENGTHENED THROUGHOUT WITH GRADUATES OF THESE PROGRAMS. OUR KOREAN AND OUR INDIAN HAVE BEEN ATTACHED TO THESE PROGRAMS, AND THE ROAD IS OPEN TO THEM, TO THE LIMIT OF THEIR ABILITIES TO MASTER THE SITUATION.

WE HAVE RARELY HAD MINORITY GROUP APPLICANTS FOR THESE PROGRAMS, EXCEPT FOR PERSONS OF OTHER NATIONAL BACKGROUNDS. OF THESE FOREIGN NATIONALS, WE HAVE HIRED SEVERAL EITHER PERMANENTLY OR TEMPORARILY IN RECENT YEARS.

WHAT FACTORS TEND TO PREVENT MINORITY GROUP WORKERS FROM FINDING SUITABLE EMPLOYMENT? THIS, OF COURSE, IS A GENERAL QUESTION. AMONG THE FACTORS ARE LACK OF SPECIFIC SKILL OR EXPERIENCE, LACK OF SUITABLE EDUCATION, LACK OF PERSONAL DEPENDABILITY OR RELIABILITY, AND LACK OF ENERGY, AMBITION AND SELF-CONFIDENCE. MANY OF THE SAME SHORTCOMINGS WHICH WOULD HANDICAP MINORITY REPRESENTATIVES HANDICAP SOME MALE WHITES AS WELL. THESE SHORTCOMINGS ARE A PARTICULAR HANDICAP IN INDUSTRIES LIKE OURS WHICH REQUIRE MUCH SKILL, THE ACQUISITION OF WHICH MAY REQUIRE SEVERAL YEARS AND SEVERAL STEPS OF UPGRADING.

WHAT FACTORS DISCOURAGE OR PREVENT MINORITY GROUPS FROM PREPARING FOR DESIRABLE AND AVAILABLE EMPLOYMENT? MORE DESIRABLE JOBS ARE LIKELY TO BE AVAILABLE IN THE HIGH-REQUIREMENT FIELDS THAN IN THE UNSKILLED FIELDS. THE MAN WHO FOR ANY REASON LACKS THE EDUCATION, THE EXPERIENCE, AND/OR THE PERSONAL DEVELOPMENT TO COME CLOSE TO QUALIFYING IS NATURALLY GOING TO BE DISCOURAGED BY REPEATED TURNDOWNS.

THIS APPLIES TO OFFICE JOBS AS WELL AS TO SHOP JOBS. I THINK THIS POINT IS HIGHLIGHTED BY THE RAPID INCREASE IN RECENT YEARS IN THE SUCCESSFUL EMPLOYMENT OF MINORITY REPRESENTATIVES IN HIGH-GRADE JOBS PROBABLY BECAUSE MORE MINORITY REPRESENTATIVES ARE APPEARING WITH IMPROVED EDUCATION, PERSONAL DEVELOPMENT, AND SELF-CONFIDENCE. IN ADDITION TO THE NEGATIVE FACTORS ABOVE, HOWEVER, IS THE INABILITY OR UNWILLINGNESS OF MANY PEOPLE -- MINORITY OR NOT -- TO WORK THEIR WAY UP FROM THE BOTTOM OR, FREQUENTLY, THEIR WILLINGNESS TO STAY IN LOW-SKILLED JOBS AT GOOD PAY RATHER THAN TO ASSUME THE ADDITIONAL BURDEN OF LEARNING AND TRAINING IN ORDER TO PROGRESS TO THEIR FULL POTENTIAL.

I THINK, TOO, THAT THE SCARCITY OF EXAMPLES OF GREAT ACHIEVEMENT IN BUSINESS AND INDUSTRY BY MINORITY GROUP MEMBERS DISCOURAGES MANY PEOPLE. PERHAPS THE LACK OF ADEQUATELY AVAILABLE AND ADEQUATELY INFORMED VOCATIONAL GUIDANCE IN THE SCHOOLS MAY BE

ANOTHER FACTOR. THESE FACTORS WILL GRADUALLY BE OVERCOME AS THE QUALITY AND QUANTITY OF VOCATIONAL GUIDANCE AVAILABLE TO ALL STUDENT GROUPS --NOT JUST TO MINORITY STUDENTS-- IS IMPROVED.

WHAT BENEFITS FROM MERIT EMPLOYMENT ACCRUE TO EMPLOYERS, AND WHAT IS THE OUTLOOK FOR PROGRESS IN THIS FIELD? WHILE THE QUESTION IS A GENERAL ONE, OUR EXPERIENCE INDICATES THAT THE EMPLOYER WHO HAS ADOPTED MERIT EMPLOYMENT POLICES WILL HAVE AVAILABLE MORE QUALIFIED EMPLOYEES THAN WOULD OTHERWISE BE POSSIBLE. UNDER MOST CONDITIONS, AND TO A CRITICAL DEGREE UNDER TIGHT EMPLOYMENT CONDITIONS, THIS AVAILABILITY WILL BE OF VERY GREAT VALUE IN SOLVING PROBLEMS AND GETTING JOBS DONE. I THINK MORE EMPLOYERS REALIZE THIS EACH YEAR.

I AM SURE MORE MANAGEMENTS REALIZE THAT HONEST ACCEPTANCE OF ALL KINDS OF PEOPLE BY EACH OTHER WITHIN THE FRAMEWORK OF A BUSINESS BOOSTS MORALE, IMPROVES THE EMPLOYEES' CONFIDENCE IN THE BUSINESS, AND DEVELOPS EMPLOYEES WHO ARE MORE UNDERSTANDING AND LESS CRITICAL OF LITTLE THINGS. I BELIEVE THE EARLY STAGES OF ABSORBING MINORITY REPRESENTATIVES INTO A NEW SITUATION MAY INCREASE FRICTION, BUT I THINK MORE AND MORE COMPANIES ARE FINDING THE EFFORT JUSTIFIED BY THE EVENTUAL RESULT.

AS I TALK WITH MY COLLEAGUES IN INDUSTRIAL RELATIONS FROM OTHER COMPANIES WHO HAVE PROGRESSED IN MERIT EMPLOYMENT, AND ALSO WITH UNION LEADERS WHO HAVE EXPERIENCES WITH ABSORBING MINORITY GROUPS, IT APPEARS THAT MOST OF THEM ARE CONVINCED THAT THEIR EXPERIENCE, LIKE OURS AT WARNER & SWASEY, HAS MORE THAN JUSTIFIED THE PROBLEM INVOLVED. I THINK THEY AGREE THAT EXPERIENCE SO FAR INDICATES THAT PRINCIPLES OF MERIT EMPLOYMENT SHOULD BE CARRIED THROUGH TO UPGRADING AND PROMOTION AND SHOULD PERMIT A NATURAL AND UNHAMPERED PROGRESS FOR ALL PERSONS. AS MORE COMPANIES BECOME ACCUSTOMED TO THE IDEA, AS QUALIFIED MINORITY REPRESENTATIVES MOVE UP THE LADDER, AND AS BETTER QUALIFIED NEW MINORITY CANDIDATES BECOME AVAILABLE, I AM CONVINCED THE PRINCIPLE OF FULL MERIT EMPLOYMENT WILL BE MORE GENERALLY ACCEPTED AND WILL MAKE A CONTINUING CONTRIBUTION TO THE SOLUTION OF MANY PROBLEMS IN SOCIETY AND IN BUSINESS AND INDUSTRY.

LABOR ORGANIZATIONS INTERESTED IN TRAINING PROGRAMS EXTENT OF LIMITATIONS BECAUSE OF DISCRIMINATORY PRACTICES

BY

MORRIS RIGER
REGIONAL DIRECTOR
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THE PREREQUISITE FOR PROGRESS IN THE FIELD OF TRAINING AND ULTIMATE PLACEMENT OF WORKERS IN SKILLED JOBS ON A NON-DISCRIMINATORY BASIS IS A REALIZATION OF THE DEEP-SEATED AND FAR-FLUNG NATURE OF THE OBSTACLES. ONE GAINS AN UNDERSTANDING OF THIS BY TRACING THE HISTORY OF PROGRESS IN THIS FIELD IN JUST ONE UNION, THE UNITED AUTO WORKERS, WHICH HAS WORKED AT THE PROBLEM VIGOROUSLY THROUGH ITS FAIR PRACTICES PROGRAM AND STAFF, AS WELL AS ITS SKILLED TRADES DEPARTMENT.

TWENTY YEARS AGO, ONLY FIVE TRADES WERE UNDER THE JURISDICTION OF THE SKILLED TRADES DEPARTMENT. THE NEGRO MINORITY IN THE UAW FACED HIRING GATE DISCRIMINATION AND WAS BESET BY ITS INABILITY TO PARTICIPATE IN THE NORMAL PRODUCTION JOBS IN THE INDUSTRY. EIGHTEEN YEARS LATER, IN 1957, THERE WERE 450 OCCUPATIONS UNDER APPRENTICESHIP STANDARDS, AND NEGRO WORKERS WERE ENJOYING GREATER OPPORTUNITIES ON PRODUCTION JOBS AND IN SKILLED TRADES OCCUPATIONS, BUT A NORMAL PATTERN OF INTEGRATION WAS STILL A LONG WAY OFF. THERE HAS BEEN SOME INTEGRATION OF NEGRO YOUTH IN THE TOOL AND DIE SHOPS IN DETROIT. YET, WITH THE ALL-OUT EFFORT OF A UNION DEVOTED TO FAIR EMPLOYMENT, ONLY A SMALL CRACK IN THE WALL HAS BEEN MADE IN TERMS OF OVER-ALL OBJECTIVE. WHAT IS TRUE OF THE UAW IS SELF-EVIDENT WITH RESPECT TO MANY OTHER TRADE UNIONS. HOWEVER, THERE ARE NUMEROUS INDICATIONS OF REAL PROGRESS, WITHIN THE LABOR MOVEMENT. THE JOINT PROGRAM OF THE OREGON STATE LABOR COUNCIL WITH THE STATE'S FAIR EMPLOYMENT COMMISSION AND THE APPRENTICESHIP COUNCIL, WORKING TOWARD THE DEVELOPMENT OF TRAINING OPPORTUNITIES FOR MEMBERS OF MINORITY GROUPS, IS ONE OF THE MANY ENCOURAGING DEVELOPMENTS.

HARRY FLEISCHMAN AND JAMES RORTY IN THE PAMPHLET, "WE OPEN THE GATES" DETAIL SOME OF THIS PROGRESS. IN WACO, TEXAS, THE RUBBER WORKERS LOCAL UNION WON A FIGHT TO UPGRADE NEGROES TO THE TIRE BUILDING DEPARTMENT IN SPITE OF A WILDCAT STRIKE AT THE GENERAL TIRE PLANT, THREATENING LETTERS FROM THE KKK AND PREDICTIONS THAT THE OFFICIALS WOULD FACE DEFEAT AT THE NEXT ELECTIONS. IN SEABROOK, N.J., WHITE NORTHERNERS AND WHITE MIGRANTS FROM THE DEEP SOUTH WORK AND LIVE SIDE BY SIDE WITH NEGROES, PHILIPPINES, JAPANESE, PUERTO RICANS AND OTHER MEMBERS OF MINORITY GROUPS AND FOR FIFTEEN YEARS THERE HAVE BEEN NO SERIOUS RACIAL OR RELIGIOUS OUTBREAKS. THE COMMUNITY HAD TO BE EDUCATED IN THE PROCESS. IN NEARBY BRIDGETON, N.J., A UNION BOYCOTT HELPED CHANGE THE MIND OF A STOREKEEPER WHO WANTED TO SERVE WHITES ONLY. THE I.U.E. HAS MADE PROGRESS IN THE DEEP SOUTH, DESPITE EMPLOYER USE OF RACIST TACTICS, SUCH AS CIRCULATION OF A PICTURE DEPICTING UNION PRESIDENT JAMES B. CAREY DANCING WITH AN AFRICAN DELEGATE TO A MEETING OF THE UN'S INTERNATIONAL LABOR ORGANIZATION. I.U.E. BREAKTHROUGHS HAVE OCCURRED IN TENNESSEE, ALABAMA, TEXAS AND OTHER PARTS OF THE COUNTRY. IN MANY OTHER INDUSTRIES SUCH AS HOTELS AND RESTAURANTS, RAILROADS, STEEL, COMMUNICATIONS, OIL, GARMENTS AND CLOTHING, EXAMPLES ARE GIVEN OF SLOW BUT STEADY PROGRESS MADE BY UNIONS IN OVERCOMING JOB DISCRIMINATION PATTERNS OF LONG STANDING. TODAY THIS PROGRESS IS SPURRED BY THE EFFORTS OF INDIVIDUAL UNIONS AND BY THE AFL-CIO NATIONAL CIVIL RIGHTS COMMITTEE.

LABOR HAS, OF COURSE, FOR OVER FORTY YEARS BEEN ACTIVE IN THE FIELD OF TRAINING PROGRAMS AND VOCATIONAL EDUCATION. MUCH OF THIS ACTIVITY ACCOUNTED FOR THE ENACTMENT OF THE SMITH-HUGHES ACT IN 1917, WHICH PROVIDED SUPPORT FOR AID TO THE STATES IN ESTABLISHING AND MAINTAINING STATE-WIDE PROGRAMS OF VOCATIONAL EDUCATION. THE ACT

RECOGNIZED CERTAIN BASIC PRINCIPLES, NAMELY, THAT THE STATES SHOULD ADMINISTER THESE PROGRAMS, THAT THERE SHOULD BE NO FEDERAL DOMINATION AND THAT THE NATION NEEDED PEOPLE WITH PRACTICAL AND MANUAL SKILLS, AS WELL AS ACADEMIC TRAINING. AGAIN IN THE EARLY 1930'S AS A RESULT OF DEPRESSION EROSION OF SKILLS, WORK IN THIS FIELD WAS CLIMAXED BY THE BUREAU OF APPRENTICESHIPS IN THE U.S. DEPARTMENT OF LABOR. APPRENTICESHIP AGREEMENTS ARE WRITTEN AND REGISTERED WITH THE STATE APPRENTICESHIP COUNCIL OR THE FEDERAL COMMITTEE ON APPRENTICESHIP. PLANS ARE ALSO CARRIED OUT UNDER APPRENTICESHIP AGREEMENTS WITH EMPLOYERS, GROUPS OF EMPLOYERS, OR A GROUP OF EMPLOYEES. NORMALLY THE PROGRAM PROVIDES FOR 4,000 HOURS OF REASONABLY CONTINUOUS EMPLOYMENT WITH APPROVED SCHEDULES OF WORK EXPERIENCE AND ADEQUATE AMOUNTS OF RELATED WORK AND IN MOST CASES THE NET RESULT IS THE PRODUCT OF UNION-MANAGEMENT AGREEMENT AND COOPERATION.

THE PRESENT NECESSITY FOR THE EXPANSION OF TRAINING AND APPRENTICESHIP PROGRAMS IS RELATED TO THE WHOLE PROBLEM OF THE NATION'S OVER-ALL CHANGING TECHNOLOGY. IT IS CLEAR THAT HIGHER LEVELS OF SKILL WILL BE REQUIRED MORE AND MORE, COUPLED WITH THE NEED FOR INCREASED THEORETICAL TRAINING. AS AUTOMATION TAKES HOLD, IT IS AGREED THAT THE LONG TIME TENDENCY TOWARD SUBDIVISION OF LABOR WILL CHANGE. IN ADDITION, WITH THE ADVENT OF ATOMIC ENERGY AND ELECTRONIC EQUIPMENT, PROCESSES WILL BECOME MORE COMPLEX. A VARIETY OF HIGHLY SKILLED MAINTENANCE AND REPAIRMEN WILL BE REQUIRED. MANY SKILLED WORKERS WHO WORKED WITH CALIPERS AND MICROMETERS TO DETERMINE TOLERANCES WILL BECOME FUNCTIONALLY EXTENCT AS WE START TO MEASURE TOLERANCES WITH LIGHT WAVES. OTHER NEW SKILLS, UNHEARD OF NOW, WILL EMERGE.

UNDER THESE CIRCUMSTANCES, EMPLOYERS WILL VERY LIKELY SEEK GENERAL QUALIFICATIONS IN HIRING, RATHER THAN SPECIFIC TYPES OF SKILLS. WE OBVIOUSLY FACE OTHER URGENCIES. FOR EXAMPLE, THE PRODUCTION AGE GROUP WILL HAVE TO TAKE CARE OF AN INCREASINGLY LARGE PERCENTAGE OF CHILDREN AND OLDER PERSONS. IT IS FURTHER AGREED THAT THIS IMBALANCE WILL NOT BE RIGHTED UNTIL APPROXIMATELY 1970. WE ARE ALSO FEELING THE EFFECTS OF THE VIRTUAL CESSATION OF IMMIGRATION, WHILE IT MUST BE REMEMBERED FINALLY THAT, AS A RESULT OF THE INCREASED REQUIREMENTS FOR NATIONAL SECURITY, WE MUST PROVIDE MEN FOR THE ARMED FORCES, WHICH AT PRESENT NUMBER 2,890,000 (MOSTLY IN THE SHORT SUPPLY AGE BRACKET: 20 TO 30 YEARS OF AGE). THERE ARE OTHER DISLOCATIONS, TOO. IN 1953, THE DEPARTMENT OF DEFENSE HAD 1,000,000 CIVILIANS ON THE PAYROLL, AND TECHNICALLY TRAINED PERSONNEL IS BEING USED ABROAD FOR BOTH GOVERNMENT AND PRIVATE INDUSTRY.

WHEN WE APPROACH SPECIFICALLY THE AREAS OF MANPOWER SHORTAGE WE FIND, FOR EXAMPLE, THAT IN THE PROFESSIONAL FIELD ALONE (NATURAL SCIENTISTS, ENGINEERS, PHYSICIANS, COLLEGE TEACHERS, NURSES WITH COLLEGE DEGREES AND SCHOOL TEACHERS) THE DEMAND IN 1965 WILL EXCEED THE 1955 SUPPLY BY 905,000. AT PRESENT THE ESTIMATE OF THE ANNUAL ADDITIONS TO THE SKILLED LABOR FORCE NEEDED FOR REPLACEMENT IS 250,000, AND YET ONLY 30 TO 40 THOUSAND REGISTERED APPRENTICES COMPLETE THEIR TRAINING EACH YEAR. OF COURSE, IT IS DIFFICULT TO DETERMINE THE NUMBER OF SKILLED WORKERS DEVELOPED BY OTHER FORMAL TRAINING PROGRAMS, SINCE MANY OF THESE PROGRAMS ARE NOT REGISTERED. THE BUREAU OF APPRENTICESHIPS ESTIMATES THAT NON-REGISTERED APPRENTICESHIPS ARE EQUAL TO 1/5 TO 1/3 OF THE REGISTERED APPRENTICESHIPS, AND IT IS ALSO NOTED THAT ABOUT 60% OF THE REPLACEMENTS RECEIVE SKILLS THROUGH WORK EXPERIENCE. THE PERTINENT FACT, HOWEVER, IS THAT THE REPLACEMENT SKILLS DO NOT MAKE PROVISION FOR AN ALL-TOO-APPARENT GROWTH IN THE SKILLED OCCUPATIONS.

IN THE AREAS OF MANPOWER SHORTAGE, SOME EXAMPLES OF WHICH ARE SCIENTIFIC RESEARCH, ENGINEERING AND TECHNOLOGY, HEALTH SERVICES, EXECUTIVE AND SUPERVISORY FIELDS, EDUCATION SEMI-PROFESSIONAL AND TECHNICAL OCCUPATIONS, AND THE NEWER INDUSTRIAL SKILLS, THE PROBLEM WILL BECOME EVEN MORE CRITICAL IN A FEW YEARS. FOR THAT REASON, AMONG OTHERS, A PART OF THE SOLUTION MUST GIVE DIRECT CONSIDERATION TO THE UNDERUSED POTENTIALS OF MILLIONS OF AMERICAN NEGROES AND MEMBERS OF MINORITY GROUPS AS A LARGER MANPOWER RESOURCE.

THERE ARE NUMEROUS APPROACHES TO SOLUTIONS IN THIS FIELD -- SOME DIRECT, SOME OBLIQUE. IN THE FIELD OF EDUCATION, STATISTICS SHOW THAT FIVE PERCENT OF THE NEGROES WHO ARE HIGH SCHOOL GRADUATES ENTER COLLEGE, AS AGAINST 25 PERCENT OF THE WHITES. CLEARLY, AS THE INDUSTRIAL DEVELOPMENT MOVES IN A MORE AND MORE SKILLED DIRECTION, THIS LACK OF FORMAL EDUCATION BECOMES INCREASINGLY IMPORTANT. IT IS MY BELIEF THAT FEDERAL AID TO EDUCATION IS A "MUST" WITHOUT WHICH WE WILL GO FROM BAD TO WORSE.

IN ADDITION, COMMUNITY AGENCIES, EMPLOYERS AND TRADE UNIONS WILL HAVE TO MAKE CONSCIOUS PLANS FOR MAKING APPRECIABLE DENTS IN THE STATISTICS WHICH SHOW NEGROES AND YOUTHS IN OTHER MINORITIES POSSESSING INADEQUATE HIGHER EDUCATION CREDITS. SUBSIDY, AID AND ENCOURAGEMENT IN GENERAL TO GROUPS AT THE LOWER END OF THE ECONOMIC SPECTRUM WILL BE OF GREAT VALUE, PARTICULARLY TO THE MINORITIES. IN ADDITION, ENCOURAGEMENT AND BROADER COUNSELING FOR MINORITY YOUTH, AND ASSURED PLACEMENTS THROUGH A MORE ACTIVE PROGRAM WITH EMPLOYERS AND UNIONS, ARE VITAL. THIS CAN BE SPEARHEADED BY FEP COMMISSIONS IN THE 19 STATES WHERE THEY EXIST AND THROUGH PRIVATE GROUPS ELSEWHERE.

IN THE STATE OF OHIO IN 1958, GOVERNOR'S ADVISORY COMMISSION ON CIVIL RIGHTS MADE A SEARCHING ANALYSIS OF THE RESTRICTIONS OF PRIVATE PROGRAMS STEMMING FROM DISCRIMINATORY PRACTICES IN THE COMMUNITY. THE STUDY REVEALED THAT IN MOST INSTANCES WHEN A BREAK-THROUGH OCCURRED, THE INCREASE IN THE NUMBER OF MINORITY GROUP PERSONS EMPLOYED IN THAT COMPANY IN THAT OCCUPATION WAS PAINFULLY SLOW. MANY OF THE BREAKTHROUGHS WHICH OCCURRED DURING WORLD WAR II WERE PROTECTED BY UNION SENIORITY RIGHTS DURING AND AFTER THE WAR, THUS ENABLING MINORITY GROUP MEMBERS TO UPGRADE AND TRANSFER TO JOBS FORMERLY CLOSED TO THEM. THE GREATEST AREA OF CONCERN, HOWEVER, WAS IN THE CLERICAL AND SUPERVISORY AREAS. HERE, MANY COMPANIES WERE COMPLETELY CLOSED TO NEGROES, AND THERE WAS ALMOST NO EMPLOYMENT IN MANAGEMENT OR MANAGEMENT TRAINING AND IN MANUFACTURING OR TRADE INDUSTRIES.

FEW NEGROES WERE FOUND IN SKILLED OCCUPATIONS IN MANUFACTURING. IN SOME CASES THIS WAS DUE TO NARROWLY WRITTEN SENIORITY CLAUSES, LACK OF APPRENTICESHIP TRAINING OPPORTUNITIES OPEN TO NEGROES, LACK OF PROPER EDUCATION OF NEGROES AND THE UNWILLINGNESS OF NEGROES TO PIONEER IN AREAS WHERE THEY DID NOT BELIEVE THEY WOULD BE WELCOME BY FELLOW EMPLOYEES. EVEN IN INDUSTRIES SUCH AS TRANSPORTATION AND TRUCKING, WHILE COMPANIES AND UNION DECLAIMED DISCRIMINATION, THE STUDY REVEALED THAT NEGROES ARE NOT EMPLOYED AS LONG DISTANCE DRIVERS AND ARE RARELY USED AS ROUTE MEN BY DAIRIES, BAKERIES, AND THE LIKE.

WITH RESPECT TO THE APPRENTICESHIP PROGRAMS PARTICIPATED IN BY UNIONS, IT WAS FOUND THAT THE PRACTICE OF PROTECTING MEMBERSHIP AGAINST ALL OUTSIDERS WAS BROADER THAN JUST A MATTER OF RACE OR COLOR. MOST OFTEN THIS WAS DUE TO BRINGING FRIENDS AND RELATIVES INTO THE APPRENTICESHIP PROGRAMS. THEY WERE FIRST TO BE APPRISED OF OPPORTUNITIES. SO FAR AS THE EMPLOYER IS CONCERNED, MANY EMPLOYERS DO NOT HIRE NEGROES IF A LONG PERIOD OF TRAINING IS INVOLVED DUE TO STEREOTYPED CONCEPTION OF THE NEGRO AS BEING INCAPABLE OF ASSIMILATING EXTENSIVE TRAINING. APPARENTLY EMPLOYERS WILL GENERALLY GO MUCH SLOWER IN UPGRADING NEGROES, WHEREAS THEY WILL HIRE WHITES WITHOUT EXPERIENCE DIRECTLY INTO TRAINING FOR THE SPECIFIC OCCUPATION.

IN THE PRIVATE EMPLOYMENT AGENCIES THERE IS VERY LITTLE SERVICING OF NEGROES AND APPARENTLY THE DISCRIMINATION IS CONDUCTED ON AN INFORMAL BASIS. GENERALLY SPEAKING, VOCATIONAL GUIDANCE IS INADEQUATE AND THE SCHOOLS ARE GENERALLY VERY MUCH UNDERSTAFFED IN TERMS OF QUALIFIED GUIDANCE PERSONNEL. FURTHERMORE, THEY ARE NOT SPECIALIZED ENOUGH TO BE OF ANY VALUE TO YOUNGER NEGROES.

INSOFAR AS THE VOCATIONAL TRAINING PROGRAMS ARE CONCERNED, THERE IS AN INSUFFICIENT NUMBER OF NEGROES AVAILING THEMSELVES OF THE VOCATIONAL TRAINING OPPORTUNITIES. IN ADDITION, IN THE FIELD OF HIGHER EDUCATION, THE DROP-OUT RATE IS CONSIDERABLY HIGHER FOR NEGROES THAN FOR WHITES, AND THIS WILL BECOME AN INCREASINGLY SERIOUS MATTER AS MORE AND MORE OF THE NEW TECHNOLOGY TAKES HOLD.

WHAT HAS BEEN SAID GENERALLY IS EVEN MORE POINTED SO FAR AS THE SOUTH IS CONCERNED. HERE THE FACILITIES DUE TO SEGREGATION ARE MUCH LESS ADEQUATE FOR NEGROES. THUS, IN 1952 IN FOURTEEN SOUTHERN STATES THE NEGROES CONSTITUTED 20% OF THE POPULATION AND ONLY 10% OF ENROLLMENT OF TRADE AND INDUSTRIAL PROGRAMS. OPPORTUNITIES FOR VOCATIONAL EDUCATION ARE LIMITED MAINLY TO THOSE OCCUPATIONS IN WHICH NEGROES HAVE TRADITIONALLY BEEN EMPLOYED - 30% IN THE BUILDING TRADES, 40% IN FIVE NON-INDUSTRIAL OCCUPATIONS (AUTO REPAIRING, BARBERING, BEAUTY CULTURE, DOMESTIC SERVICE, PRACTICAL NURSING, SEWING, TAILORING). IN THESE FOURTEEN STATES THERE WERE ONLY 263 NEGRO STUDENTS IN MACHINE SHOPS AND ONLY 80 STUDYING DRAFTING. IN ADDITION, THE VOCATIONAL EDUCATORS IN THE SOUTH MAINTAIN THAT THEY CANNOT DEVOTE TIME TO OCCUPATIONS IN WHICH THEY HAVE LITTLE CHANCE FOR EMPLOYMENT. THIS IS TRUE ALSO IN MANY AREAS IN THE NORTH. THUS THE PATTERN OF DISCRIMINATION IN TRAINING IS VERY OBVIOUS. ELABORATE RULES THAT ARE OVERLOOKED FOR WHITE EMPLOYEES ARE USUALLY APPLIED TO NEGROES. SINCE MORE JOBS ARE SECURED FROM INFORMATION SUPPLIED BY RELATIVES AND ACQUAINTANCES AND SINCE SO FEW NEGROES ARE IN SKILLED WORK, THEY ARE LESS LIKELY TO LEARN ABOUT JOB OPPORTUNITIES, UNLESS WE DEVELOP PUBLIC MEANS OF COMMUNICATION ABOUT APPRENTICESHIP OPPORTUNITIES. IN ADDITION, THE WHOLE QUESTION IS CONDITIONED BY THE SMALLER PROPORTION OF NEGROES THAN WHITES WHO ATTEND HIGH SCHOOL. IN SOME PARTS OF THE SOUTH THERE ARE MAINTAINED SEPARATE SENIORITY LISTS FOR SKILLED AND PRODUCTION WORKERS. THUS WHEN NEGROES ARE HIRED FOR JANITORS' JOBS, THEY HAVE NO OPPORTUNITY FOR SENIORITY FOR SKILLED PRODUCTION JOBS. THERE ARE VARYING VIEWS OF THE REASON FOR THE SHORTAGES OF SKILLED LABOR. MILLIS & MONTGOMERY STATE THAT UNION RESTRICTIONS ON APPRENTICESHIPS ARE NOT TO BLAME FOR SHORTAGES OF SKILLED LABOR. THEY POINT OUT THAT NON-UNION SHOPS HAVING NO RESTRICTIONS REGULARLY TRAINED FEWER APPRENTICES PROPORTIONATELY THAN DO UNION SHOPS AND THEY RARELY TRAIN AS MANY AS UNION RULES WOULD ALLOW.

SLICHTER STATES THAT RARELY ARE THE NUMBERS IN TRAINING CONSCIOUSLY GEARED TO THE ACTUAL NEED AS REVEALED BY A STUDY OF DEATH, RETIREMENT, AND EXPANSION OR CONTRACTION OF DEMAND, AND HE POINTS OUT THAT THE MAIN EFFECT OF UNION INFLUENCES IS TO KEEP EMPLOYERS FROM HOLDING TRAINEES AT LEARNERS' RATES AND ASSURE THAT APPRENTICES ACTUALLY RECEIVE THEIR TRAINING.

A VIEW OF NEGRO SELF-SEGREGATION

BY

SHELTON B. GRANGER

ALTHOUGH VARIOUS OF THE MEDIA OF THE SOCIAL SCIENCES HAVE TOUCHED ON THE PHENOMENON OF SELF-SEGREGATION REGARDING MINORITY ELEMENTS OF THE TOTAL POPULATION, LITTLE HAS BEEN SAID IN THE INTERGROUP RELATIONS MEDIA ABOUT IT. PROPERLY, MOST OF THE TIME OF AGENCIES AND ORGANIZATIONS HAS BEEN SPENT IN DISCUSSING AND IMPLEMENTING IDEAS AND TECHNIQUES FOR OVERCOMING DISCRIMINATION BASED ON RACE, RELIGION, ETC. IN A SENSE WE HAVE BEEN PREOCCUPIED WITH THE PROPER STAGE SETTING PROCEDURES SO THAT THE INDIVIDUAL IN SOCIETY, WHATEVER HIS RACIAL OR ETHNIC IDENTIFICATION, CAN HAVE A FAVORABLE CLIMATE FOR DEVELOPMENT.

NOW, WITH THE REMOVAL OF MANY PREVIOUSLY COMMON BARRIERS IT IS BECOMING MORE APPARENT THAT CERTAIN OF THE HABIT PATTERNS ESTABLISHED DURING THE PERIOD OF OFFICIAL SEGREGATION ARE NOT FUNCTIONAL. THE HEAVY WEIGHT OF RACE CONSCIOUSNESS IS BEING MEASURED IN TERMS OF ITS SOCIAL AND PSYCHOLOGICAL IMPACT ON INDIVIDUALS.

THIS IS NOT AN EFFORT TO GIVE A COMPLETE PICTURE OF THIS QUESTION BUT IS, RATHER, AN ATTEMPT TO DISCUSS THE IMPLICATIONS OF THE OBVIOUS. IN CALIFORNIA, MINNESOTA, OHIO, PENNSYLVANIA AND NEW YORK WITHIN THE PAST SIX MONTHS, VARIOUS PEOPLE HAVE CONVEYED THEIR CONCERN ABOUT THE TENDENCY FOR NEGRO COLLEGE YOUTH TO CONGREGATE, PRIMARILY FOR SOCIAL EXPRESSION, IN ALL-NEGRO GROUPS. WE KNOW THIS TO BE A PROBLEM TO INTERGROUP AGENCIES IN EFFORTS TO PROMOTE INTEGRATED HOUSING; WE KNOW THIS IS A PROBLEM IN GETTING NEGROES TO APPLY FOR "OTHER THAN TRADITIONAL JOBS" IN "UNEXPLORED AREAS OF EMPLOYMENT;" WE KNOW THAT FAIR EMPLOYMENT COMMISSIONS RAISE THE FREQUENT QUESTION ABOUT THE LACK OF COMPLAINTS BEING FILED IN RELATION TO THE SIZE OF THE JOB DISCRIMINATION PROBLEM. ALL THIS IS COMMON KNOWLEDGE AND IN THIS LIGHT THE FOLLOWING CASE REFERENCES ARE SUMMARIZED FOR WHATEVER VALUE THEY MAY OFFER.

CASE A - AN IMPORTANT CIVIC FIGURE, THE FATHER OF TWO COLLEGE AGE BOYS, IN HIS POSITION AS A MEMBER OF THE VOCATIONAL GUIDANCE COMMITTEE OF THE URBAN LEAGUE ANNOUNCED THAT HE MADE CERTAIN HIS BOYS KNOW THE FACTS OF LIFE. HE TOLD THEM THAT THEY SHOULD PREPARE FOR WORK THAT WOULD BE AVAILABLE AND AVOID AN EXPENSIVE WASTE OF TIME AND MONEY PURSUING TRAINING IN FIELDS NOT AVAILABLE TO NEGROES. THROUGH MANY FAMILY CONFERENCES AND DISCUSSIONS THE FATHER'S VIEWS WERE ADOPTED BY HIS TWO YOUNGSTERS. THERE WERE MANY MANIFESTATIONS OF THE FATHER'S SUPPORTING PHILOSOPHY IN THE YOUNGSTERS SOCIAL ATTITUDES; BUT, IN TERMS OF THEIR VOCATIONAL ASPIRATIONS, THERE WERE STRONG INDICATIONS OF FRUSTRATION.

THIS CASE REFERENCE IS MADE BECAUSE IT SEEMS TYPICAL OF MANY SITUATIONS IN THE PROFESSIONAL NEGRO FAMILY SETTING. WHILE NO ONE CAN PREDICT WITH ANY MEASURABLE DEGREE OF ACCURACY WHETHER THE YOUNGSTERS INVOLVED WILL BE "SUCCESSFUL" IN LIFE, AGENCIES WORKING WITH NEGRO FAMILIES ARE AWARE OF MANY CASUALTIES DEVELOPING OUT OF WELL-INTENTIONED FAMILY COUNSELLING.

IT IS INTERESTING TO REFLECT ON THE POSSIBILITY THAT PARENTS IN INSTANCES AS THIS HAVE BECOME INADVERTENT AGENTS FOR THE PERPETUATION OF SOCIAL CUSTOMS FROM WHICH THEY ARE TRYING TO PROTECT THEIR CHILDREN. PROTEST WITHIN THE FRAMEWORK OF ACCOMMODATION TO THE SYSTEM SEEMS TO BE THE ROLE OF SUCH PARENTS.

WHILE CONDEMNING THOSE CAUGHT IN SUCH SITUATIONS IS UNFAIR, IT IS NOT UNFAIR TO REQUIRE PROFESSIONALS IN THE INTERGROUP RELATIONS FIELD, OR THOSE PROFESSIONALLY ENGAGED IN VOCATIONAL COUNSELLING, TO HELP PARENTS THROUGH THE SOCIAL MAZE.

After the fact, the father in this case saw his role and is aiding as a civic personality to help others avoid the same course of action.

Case B - Some time in the development of young people in our nation awareness of race becomes a prominent characteristic. The layman to the field of education can surmise that at junior high school age levels the awareness seems to sharpen. Heterosexual influences in social patterns become clearer along with the complex forces that "guide" an adolescent toward his particular star. Self-segregation practices among Negro students are in evidence at this educational level. And, as in other forms of juvenile behavior, this is not necessarily easily understood. The testimony of many group workers who specialize in teenage programming supports the observations of others that "racially integrated" group experiences are difficult to provide in settings having social connotations. Part of the difficulty lies with Negro participants and their tendency to cluster in small groups-within-the-group. By providing each other with sufficient rationale for this form of in-group structure, often a separate code or standard of behavior emerges.

A small incident seems illustrative of one of the negatives growing out of this group practice. A junior high school in a large northern city conducted a school wide poster art contest. All art students were automatically entered, and the third prize winner was a Negro. By the time of the presentation ceremony, the pressures of other Negro associates were felt, taking the form of jibes at being on the bottom of the prize-winning list and at being the recipient of only a token honor (3rd prize was $1.00). More importantly, the implications of remarks were that this is essentially a "white" contest and the strangeness of Negro participation was indicated. The prize-winning youhgster, suffering now from an exaggerated form of self-consciousness, would not have mounted the platform to receive the prize were she not properly prodded to do so by one of the teachers.

An ordinarily shy youngster, finding an expression through art, discovered that this form of expression ran counter to the standards of the group. This is not a dramatic incident but multiplied a thousandfold adds up to a tragic total. It may very well be part of the "cause" of withdrawal from academic competition by Negro students. This same kind of experience can be cited in other areas of school participation helping to construct the dual standard of performance that seems to emerge fully at the senior high school level.

Case C - Closely related to the previous case experience is that involving adults in positions of direct influence over youth. Many intergroup relations professionals deplore the tendency toward Negro student self-segregation but do not connect it to established adult patterns. The obvious fallacy involved here is to expect youth to construct a philosophy of social participation that is in direct conflict with established patterns and, at the same time, retain other social values considered desirable, i.e. no hostility toward adults, other social groups, immediate family, etc.

One large, northern metropolis has several schools with all-Negro student bodies. The customary practice by the Board of Education is to make teacher assignments with the racial composition of the student body as a guide. With few exceptions, Negro teachers are assigned to schools having a predominantly Negro student body. Many of the Negro teachers are southern-born and educated. A large number received graduate degrees from northern integrated universities. Although many schools are all-Negro at the student level, none have all Negro teachers. In such schools, as well as in the few having between 20 and 60 percent Negro students, the common practice by teachers is to draw social lines of distinction between Negro and white teachers in a manner that is obvious to the students. This practice is clearly illustrated during lunch hours by Negro teachers gathering in small groups to eat. Reports have been received indicating that on several occasions Negro teachers refused to join the other Negroes in this manner, were criticized openly at faculty meetings and, in two cases, were reported to the principal as being uncommunicative with fellow professionals.

LUNCHEON CONVERSATION IN ONE SCHOOL CONSISTED OF THE CUSTOMARY DISCUSSION OF CLASSROOM SITUATIONS, GRIPES AND THE LIKE. IN ADDITION, FREQUENT REFERENCES TO RACE RELATIONS MATTERS AND "RACE TALK" OCCUPIED MUCH OF THE TIME. IN THIS PARTICULAR SCHOOL, IT WAS NOT UNCOMMON FOR VALUE JUDGMENTS TO BE MADE ABOUT STUDENTS BASED ON COMPLEXION, HAIR TEXTURE, SOUTHERN CHARACTERISTICS, ETC. ON THE OCCASION WHEN A WHITE TEACHER JOINED THE GROUP, CONVERSATION WAS RESTRICTED TO PROFESSIONAL MATTERS WITH ONE OR TWO SIDE OBSERVATIONS ABOUT A SOCIAL EXPERIENCE INVOLVING ONE OR MORE OF THE TEACHERS.

THE INTERESTING PART OF THIS COMMON EXPERIENCE OF A GROUP OF PROFESSIONALS IS THAT IT WAS NOT REGARDED AS SIGNIFICANTLY DIFFERENT. NO ONE SEEMED INTERESTED IN SPECULATING INTO WHETHER THE DUALISTIC STRUCTURE OF THE TEACHING STAFF HAD ANY BEARING ON THE TEACHER-PUPIL RELATIONSHIPS AND ULTIMATELY ON THE TEACHING PROCESSES. THERE ALSO SEEMED TO BE A SIMILAR UNCONCERN FOR THE IMPACT OF EXAMPLE ON THE STUDENT BODY. IN FACT, ONE TEACHER SHARING GUIDANCE RESPONSIBILITIES EXPRESSED SURPRISE AT THE TENDENCY FOR NEGRO PUPILS TO ACCEPT RACIALLY LIMITED VOCATIONAL HORIZONS WITHOUT QUESTION. ONE BRIGHT STUDENT EXPRESSED THE POINT IN THIS MANNER, "I DON'T WANT TO STUDY JOURNALISM BECAUSE THERE ARE SO FEW COLORED REPORTERS TO ASSOCIATE WITH..."

THROUGH THIS VOLUNTARY FORM OF SLEF-EXCLUSION, THE NEGRO TEACHERS WERE SEEKING AN EASY SOCIAL ADJUSTMENT IN A PROFESSIONAL SETTING. ON THE FACE OF IT THERE SEEMS LITTLE FOR ONE TO QUARREL WITH, BUT THE FACE IS ONLY PART OF THE PICTURE. THE SOCIAL DIMENSIONS OF PERSONAL BEHAVIOR ARE MORE IMPORTANT IN SOME SETTINGS THAN IN OTHERS. IN THOSE SETTING ESPECIALLY DESIGNED TO PROVIDE MEANINGFUL EXPERIENCES FOR DEVELOPING YOUNGSTERS, SUCH PRACTICES SHOULD BE AVOIDED. THEY HELP TO INTRENCH HABITS OF SOCIAL BEHAVIOR BASED ON RACE.

CASE D - MOST COMMUNITIES WITH A SIZEABLE NEGRO POPULATION HAVE A RATHER HIGHLY DEVELOPED SOCIAL HIERARCHY. MANY WRITERS HAVE BEEN CURIOUS AND EXPLORATIVE ON THIS GENERAL SUBJECT. THE TENDENCY HAS BEEN FOR SEVERAL TO BE DEROGATORY ABOUT THE UPPER CLASS STRIVINGS OF MIDDLE INCOME NEGROES. THIS KIND OF STRIVING SEEMS CONSISTENT ENOUGH WITH PREVAILING AMERICAN PRACTICES AND THE INSATIABLE DESIRE FOR PERSONAL RECOGNITION. THERE IS, HOWEVER, A CRIPPLING INFLUENCE ON THE NORMAL STRIVINGS THAT APPEARS WHEN SUCH STRIVINGS ARE ON AN ALL-NEGRO BASIS.

ONE EXAMPLE (AGAIN VERY COMMON AND NOT DRAMATIC) IS FOUND WITH THE NEGRO TEEN-AGE CLUB AIMED BY AN ADULT LEADER TOWARD EXPOSURE TO THE ARTS. IN WHAT APPEARED TO BE A VERY NORMAL PROCEDURE, THE CLUB LEADER ARRANGED FOR A SERIES OF LECTURES AT THE LOCAL ART INSTITUTE. THIS WAS TO BE FOLLOWED BY SEVERAL FIELD VISITS TO POINTS OF CULTURAL INTEREST, LEADING HOPEFULLY INTO DISCUSSIONS WITHIN THE CLUB.

THE DEGREE OF DIFFERENCE IN CULTURAL BACKGROUND AMONG CLUB MEMBERS WAS HIDDEN FROM THE CLUB LEADER WHO ASSUMED A COMMON CORE OF INTEREST AND EXPOSURE BECAUSE THE CHILDREN REPRESENTED THE "UPPER" ELEMENT OF THE NEGRO POPULATION. SHE DID NOT ACCOUNT FOR THE COMPARATIVE RECENCY OF EXPOSURE TO CLASSICS ON THE PART OF A LARGE MAJORITY OF THE FAMILIES INVOLVED. SHE DID NOT SEE THAT THE FINANCIAL SUCCESS OF PARENTS, OR THE CLASSROOM PERFORMANCE OF THE YOUNGSTERS, CANNOT IN THEMSELVES DETERMINE THE CULTURAL INVOLVEMENT OF THE PARENTS OR YOUNGSTERS. CONSEQUENTLY, THE GROUP HAD A WIDE SPREAD BETWEEN THE "BEST" AND "WORSE" WITHIN IT. THE INSTRUCTOR AT THE ART INSTITUTE WAS FACED WITH A NEARLY-IMPOSSIBLE SITUATION BUT, ALSO SOMEWHAT BLINDED BY THE HARMONY OF COLOR AND OTHER PHYSICAL CHARACTERISTICS, PROCEEDED TO APPEAL TO THE MAJOR INTEREST LEVEL EVIDENT. THE RESULT IS TOO OBVICUS TO SPEND TIME DESCRIBING -- MOST OF THE YOUNGSTERS HAD A GOOD TIME AND LEARNED EXACTLY NOTHING IN THE PROCESS. THIS IS NOT TO DENY THE VALUES IN A SOCIAL EXPERIENCE, BUT THE CULTURAL EXPERIENCE WAS IN SOME CASES QUITE NEGATIVE.

THE NEGRO GROUP LEADER OF A NEGRO GROUP ASSOCIATED WITH A LARGE NEGRO SOCIAL ORGANIZATION SEEMED TO BE AN EXAMPLE OF THE BLIND LEADING THE BLIND. PROGRESS UNDER SUCH

CIRCUMSTANCES IS SLOW, BUT THE LEADER WAS UNABLE TO ACCEPT THE IDEA OF DISTRIBUTING THE CLUB MEMBERS AMONG ALREADY EXISTING GROUPS AT THE ART INSTITUTE. TO DO SO WOULD HAVE BEEN AN ADMISSION THAT IN THIS KIND OF SETTING A NORMAL CURVE OF DISTRIBUTION IS NOT APPLICABLE IN THE SAME WAY AS WITH A SAMPLE OF THE TOTAL SOCIETY. THE "UPPER CLASS" ELEMENT IN THIS INSTANCE DID NOT CONFORM TO "UPPER CLASS" IN THE GENERAL SENSE.

ALTHOUGH THERE ARE OTHER MORE CLEAR-CUT EXAMPLES OF SOCIAL EXPERIENCE ILLUSTRATIVE OF THE WASTE INVOLVED IN SELF SEGREGATION, ALL SUBSTANTIATE THE VIEW THAT A "COMFORTABLE" SOCIAL EXPERIENCE IS NOT NECESSARILY THE BEST. MANY ADVOCATES OF RACIAL INTEGRATION RESPOND SO THOROUGHLY TO THE BROAD ETHICAL AND MORAL PRINCIPLES THAT THEY UNDERRATE THE PRACTICAL SIDE. IN A SOCIETY PROVIDING SUCH HISTORICAL INFLUENCES ON NEGROES AS OPERATED IN THE UNITED STATES, SELF-SEGREGATION ADDS UP TO SELF-DEPRIVATION. IT IS IMPOSSIBLE TO EXPOSE YOUNGSTERS TO THE BEST POSSIBLE EXPERIENCES FOR TOTAL DEVELOPMENT UNLESS RACIAL LINES ARE CROSSED. IT IS IMPOSSIBLE FOR NEGROES TO DEVELOP FULLY IN PROFESSIONS, BUSINESS OR OTHER VOCATIONAL PURSUITS WITHOUT MEANINGFUL ASSOCIATIONS ON AN INTERRACIAL BASIS. IT IS IMPOSSIBLE FOR A NEGRO TO INVEST HIS HOUSING DOLLAR WISELY AND NOT FACE UP TO THE NEED TO DEVELOP AN INTEGRATED HOUSING MARKET. IT IS IMPOSSIBLE FOR AN AMERICAN CITIZEN TO BE TRULY CULTURED WHILE BOTTLED IN A RACIAL OR ETHNIC VACUUM.

EVERY CITIZEN HAS A VESTED INTEREST IN THE QUESTION OF INTERRACIAL PARTICIPATION IN THE SOCIAL, POLITICAL AND ECONOMIC PHASES OF AMERICAN LIFE. THE ONLY PURPOSE OF THIS PAPER IS TO ILLUSTRATE THIS BY FOCUSING ON THE UNDRAMATIC, ORDINARY LIFE EXPERIENCES. IT IS THE SUM TOTAL OF THESE SMALL EXPERIENCES THAT RESTS AS A BURDEN ON THE SHOULDERS OF SOCIAL WORKERS, VOCATIONAL COUNSELLORS, TEACHERS AND OTHER PROFESSIONALS. IT IS ALSO PART OF THE LIVING PROCESS THAT CONFUSES STRONG CIVIL RIGHTS ADVOCATES WHO ARE RIGHTFULLY CONFUSED BY THE RELUCTANCE MANY NEGROES HAVE TO CRASH THE COLOR BAR. SELF-INFLICTED WOUNDS ARE AS FATAL AS THOSE INFLICTED BY ASSAULT.

NEVERTHELESS, VERY OFTEN THE SAME NEGRO LEADERS WHO ADVOCATE THAT THE COLOR BAR MUST BE CRASHED CREATE A CONDITION THAT MAY FOSTER SELF-SEGREGATION. PEOPLE CANNOT BE MOTIVATED TO ASSUME RESPONSIBILITY FOR ANY FORMIDABLE TASK WITHOUT ASSUMING THE ABILITY TO TACKLE OTHER PROBLEMS. IF, THROUGH MOBILIZING THE STRENGTH OF THE NEGRO POPULATION IN ONE COMMUNITY, IT IS POSSIBLE TO ELECT CANDIDATES TO PUBLIC OFFICE, TO INFLUENCE OTHER OFFICE HOLDERS IN POLICY MATTERS, TO SECURE COMMITMENTS FOR FUTURE CIVIC DEVELOPMENTS AND THE LIKE, IT FOLLOWS QUITE NATURALLY THAT THIS SAME ORGANIZATIONAL STRENGTH WILL BE MORE ACTIVE WHICH, IN TURN, MAY HAVE THE EFFECT OF INCREASING THE NATIONALISTIC FEELING WITHIN THE NEGRO MOVEMENT.

IT IS NOT NECESSARY TO PASS JUDGMENT ON SUCH MOVEMENTS AT THE COMMUNITY LEVEL TO REALIZE THAT ONE OF THE BY-PRODUCTS IS THE ASSUMPTION OF FRINGE CIVIC AND SOCIAL ACTIVITIES. TOO OFTEN THE FRINGE ACTIVITIES BECOME AS POPULAR AS THE BASIC PURPOSE OF THE MOVEMENT ITSELF. THIS CAN PROVIDE FOR ALL-NEGRO INTEREST GROUPS ON A RANDOM BASIS WITH PRIDE IN RACIAL ACHIEVEMENT OVERSHADOWING NEEDS OF INDIVIDUALS WITHIN THE RACE.

<u>CASE E</u> - AT A MEETING OF A STRONG CIVIL RIGHTS GROUP, SEVERAL AGENCY STAFF PEOPLE WERE INVITED TO GIVE THEIR VIEWS ON THE NEEDS OF YOUTH LEADERS IN VARIOUS COMMUNITIES ACROSS THE STATE. DURING THE DISCUSSION PERIOD THE VARIOUS ADULTS IN CHARGE OF YOUTH LEADERSHIP ACTIVITIES SUMMARIZED PROJECTS UNDERTAKEN IN RECENT YEARS. THE PRIMARY FOCUS OF THESE PROJECTS WAS IN AREAS OF NON-CONTROVERSIAL CIVIC MATTERS, IN ORDER TO PROVIDE A TRAINING EXPERIENCE FOR THE YOUTH. THE POINT WAS MADE FREQUENTLY THAT MEMBERS OF THIS ORGANIZATION WERE INVOLVED WITH NUMEROUS ORGANIZATIONS ON A COMMUNITY-WIDE LEVEL. THE ACTIVITIES ENGAGED IN AT THIS LEVEL INCLUDED, AMONG OTHERS, PARTICIPATION IN A CLEAN-UP CAMPAIGN OF THE JAYCEES, THE COUNCIL OF CHURCHE S YOUTH CONFERENCES, A MEETING ON JUVENILE DELINQUENCY. ALL SUCH ACTIVITIES HAVE MANY BROAD

AS WELL AS ORGANIZATIONAL VALUES. TWO COMMUNITY LEADERS TOOK PRIDE IN STRESSING THAT THEIR COMMUNITIES SPONSORED SCHOLARSHIP PROGRAMS FOR DESERVING NEGRO STUDENTS, INDICATING THAT THIS WAS CONSIDERED GOOD BY IMPORTANT COMMUNITY FIGURES. UNDOUBTEDLY, THE PROJECTS HAD SOME PUBLIC RELATIONS VALUES ACROSS RACIAL LINES DURING THIS PERIOD IN THE NATIONAL HISTORY OF RACE RELATIONS. THE CRY FOR NEGROES TO DO MORE FOR THEMSELVES IS BEING HEARD ACROSS THE NATION AND IS ESPECIALLY INTENSE IN THOSE AREAS DEFINING "DO FOR THEMSELVES" IN TERMS OF RELINQUISHING DEMANDS FOR "DOING WITH ONE ANOTHER" REGARDLESS OF RACE. RESPONDING TO THIS DEMAND, THESE COMMUNITIES SET UP SCHOLARSHIP PROGRAMS AND AWARDED ONE HUNDRED DOLLAR SCHOLARSHIPS WITH ALL THE ATTENDING PUBLICITY IN THE NEGRO PRESS.

FEW PEOPLE OPENLY QUESTIONED THIS PRACTICE, BECAUSE IT IS QUITE DIFFICULT TO ARGUE AGAINST ANY SCHOLARSHIP PROGRAM. HOWEVER, A CHECK ON ONE OF THE COMMUNITIES REVEALED THAT TWO NEGRO STUDENTS' NAMES WERE REMOVED FROM CONSIDERATION FOR LARGER SCHOLARSHIPS BECAUSE THEY HAD BEEN "AWARDED SCHOLARSHIP AID FROM OTHER SOURCES."

TWO FAIRLY OBVIOUS LESSONS SEEM IMPLIED IN THIS EXPERIENCE. THE FIRST IS THAT A STRONG PROTEST GROUP, MOVING ON THE TRACK OF RESPECTABILITY, HAD BEGUN TO FUNCTION IN A MANNER APPEALING TO THE LESS VOCIFEROUS ELEMENTS IN THE COMMUNITY. IN DOING SO, THEY ARE AGENTS FOR ABANDONMENT OF BASIC PURPOSES BY THE PARENT ORGANIZATION.

THE SECOND, AND FOR PURPOSES OF THIS DISCUSSION MORE IMPORTANT LESSON, IS THAT BY PROVIDING THE BEST KIND OF SCHOLARSHIP AVAILABLE FROM LIMITED RESOURCES, SOME DESERVING YOUNGSTERS ARE DEPRIVED OF MORE ADEQUATE ASSISTANCE.

THERE ARE WAYS OF AVOIDING SUCH PITFALLS THAT HAVE BEEN LEARNED OVER THE YEARS, BUT, UNLESS THOSE IN LEADERSHIP POSITIONS SEE THEIR RESPONSIBILITIES CLEARLY, A GOOD SOLID PROTEST MOVEMENT CAN BECOME A SOFT, PLIABLE AGENT OF SELF-SEGREGATION AND/OR PART OF THE CONTROL SYSTEM HEAVILY INFLUENCED BY THOSE WISHING TO EXTEND AS LITTLE AS POSSIBLE TO DESERVING NEGRO ASPIRANTS.

A DISCUSSION OF THIS KIND CAN GO ON ENDLESSLY, AND NO SPECIFIC CONCLUSIONS CAN BE REACHED SOLELY ON THE BASIS OF THE FIVE EXPERIENCES DISCUSSED. FROM THESE EXPERIENCES, HOWEVER, THE NEED IS DEMONSTRATED FOR MORE ANALYTICAL THOUGHT TO BE APPLIED TO IMPROVEMENT PROGRAMS BASED ON THE SELF ASSERTION CONCEPT OF RACIAL MINORITIES. THE REPORT ON A NEGRO LEADERSHIP CONFERENCE HELD IN CLEVELAND IN 1957 HAD THIS SECTION IN A SUMMARY OF THE CONFERENCE, AFTER PROVIDING SOME HISTORICAL AND OTHER FACTUAL OBSERVATIONS:

"THE GROUP BECAME INGROWN. A REVIEW OF SOME OF THE PROBLEMS OF THIS INGROWN COMMUNITY IS NOT A HAPPY ONE. CRIME RATE IS OUT OF PROPORTION TO THE POPULATION. THE VERY HIGH INCIDENCE OF ILLEGITIMACY AND CRIMES OF ASSAULT HAVE LONG LED TO INTERESTING SOCIOLOGICAL AND PSYCHOLOGICAL SPECULATIONS ABOUT 'NEGRO PERSONALITY'. EDUCATORS REPORT IRREFUTABLE EVIDENCE THAT NEGRO CHILDREN REPRESENT THE GREATER PROPORTIONATE MAJORITY OF SLOW LEARNERS AND POOR READERS, AND LACK INTEREST IN ACQUIRING SKILLS AND TOOLS FOR EFFECTIVELY PARTICIPATING IN A COMPETITIVE INDUSTRIAL SOCIETY. THE BACKGROUND OF THE NEGRO FAMILY IS STILL TOO LARGELY MATRIARCHAL, WITH LOOSE TIES AND INSUFFICIENT PATTERNS FOR HELPING BOYS ACHIEVE THE STATUS AS MALES SO THAT THEY MAY FUNCTION MORE ADEQUATELY IN THE MASCULINE ROLE THEY ARE EXPECTED TO FULFILL. MOST OF THE BUSINESSES COULD FUNCTION IN ONLY THE NEGRO AREA - THEY LACK PERPETUITY, AND IT IS NOT LIKELY THAT THEY WOULD SURVIVE IN A FREELY COMPETITIVE ECONOMY. THE PROBLEMS OF THE UNCHURCHED AND UNREACHED YOUTH ARE SIGNIFICANT ONES. WITH THE EXCEPTION OF A FEW CORE GROUPS, NEGRO ORGANIZATIONS FUNCTION LARGELY FOR SOCIAL PURPOSES. THE DIFFERENCES IN THE STRUCTURE OF COMMUNITY GROUPS AMONG WHITE AND NEGRO PEOPLE IS IN THE STRONG ABSENCE OF PARALLELING SOCIAL CLASSES. AMONG THE WHITE GROUP THERE IS A SUBSTANTIAL UPPER CLASS, A VERY LARGE MIDDLE CLASS AND A SMALLER LOWER CLASS. AMONG NEGROES THERE IS RELATIVELY NO ARISTOCRACY OR UPPER CLASS, A GROWING BUT RELATIVELY SMALL MIDDLE CLASS, AND A VAST LOWER CLASS. THE PROBLEMS OF THE NEGRO ARE THE PROBLEMS OF SECOND-CLASS CITIZENSHIP."

NEGRO SELF-SEGREGATION IS PART OF THE PACKAGE OF INFLUENCE CREATING NEW PATTERNS OF RACIAL SEGREGATION AND PERPETUATING THE OLD. WHETHER THE CAUSE LIES WITHIN OR WITHOUT, THE EFFECTS ARE INJURIOUS.

VOCATIONAL SELF-EXCLUSION ATTITUDES OF JEWISH PERSONS

BY

HERMAN MUROV

DO PERSONS OF JEWISH RELIGION OR ORIGIN EXCLUDE THEMSELVES FROM CONSIDERING ENTRY INTO CERTAIN OCCUPATIONS OR FROM APPLYING FOR EMPLOYMENT WITH CERTAIN FIRMS OR IN CERTAIN INDUSTRIES? HOW EXTENSIVE IS THIS SELF-EXCLUSION, IF INDEED IT EXISTS? DOES IT HAVE ADVERSE EFFECTS ON THE COMMUNITY AS A WHOLE OR ON THE JEWISH COMMUNITY? DOES IT, FOR EXAMPLE, LIMIT OUR POTENTIAL MANPOWER RESOURCES?

ALTHOUGH THERE IS NO BASIC BODY OF STATISTICAL DATA CONCERNING THE OCCUPATIONAL AND INDUSTRIAL DISTRIBUTION OF JEWISH PERSONS IN THE U.S., THERE IS A WIDELY HELD STEREOTYPE OF THIS DISTRIBUTION. ACCORDING TO THE STEREOTYPE, JEWS ARE SUBSTANTIALLY A MIDDLE-CLASS GROUP WITH UNUSUALLY HIGH CONCENTRATION IN CERTAIN OCCUPATIONS AND INDUSTRIES. THE OCCUPATIONS OF HIGH CONCENTRATION ARE GENERALLY CONSIDERED TO BE THE FOLLOWING:

1. THE INDEPENDENT PRACTICE PROFESSIONS (LAW, MEDICINE, DENTISTRY, OPTOMETRY, PHARMACY, CHIROPODY, ACCOUNTING
2. OWNERS AND MANAGERS OF SMALL AND MEDIUM SIZED BUSINESSES
3. WHITE COLOR OCCUPATIONS, PRIMARILY SALES AND OFFICE WORK.

THE INDUSTRIES ARE GENERALLY THOUGHT TO BE THE FOLLOWING:

1. WHOLESALE AND RETAIL TRADE
2. CONSUMER GOODS MANUFACTURING, PARTICULARLY APPAREL MAKING
3. PROFESSIONAL AND BUSINESS SERVICES
4. GOVERNMENT AND SOCIAL AGENCIES.

SUCH DISTRIBUTION IS, OF COURSE, QUITE DIFFERENT FROM THE OCCUPATIONAL AND INDUSTRIAL DISTRIBUTION OF THE TOTAL POPULATION AND IT MAY BE SOMEWHAT DIFFERENT FROM THE GENERAL MIDDLE-CLASS DISTRIBUTION IN ITS PROFESSIONAL AND INDUSTRIAL CONCENTRATION.

THE HISTORY WHICH PRODUCED THIS SKEWNESS FROM "NORMAL" IS, OF COURSE, WELL KNOWN. MEDIEVAL EXCLUSION FROM LAND-OWNING AND CRAFT GUILD MEMBERSHIP LED TO SELF-EMPLOYMENT IN TRADE, OFTEN IN NEW AND HAZARDOUS FIELDS. IN TIME, AS LIBERATION AND LIBERALIZATION CAME IN EBB AND FLOW MOVEMENT, JEWS MOVED IN LIMITED NUMBERS INTO SOME OF THE SKILLED CRAFTS AND THE PROFESSIONS.

THE JEWS WHO MIGRATED TO AMERICA IN GREAT NUMBERS IN THE LATTER YEARS OF THE 19TH CENTURY AND EARLY YEARS OF THE 20TH CENTURY WERE, OF COURSE, THOROUGHLY GHETTOIZED, BOTH SOCIALLY AND OCCUPATIONALLY. UNDOUBTEDLY, THEY HAD EXTREME ATTITUDES OF OCCUPATIONAL SELF-EXCLUSION. THEY SETTLED THEMSELVES INITIALLY IN NEW GHETTOS IN THE BIG CITIES ON THE EASTERN SEABOARD AND BECAME, PER FORCE, A WORKING-CLASS POPULATION, EMPLOYED FOR THE MOST PART IN THE JEWISH OWNED NEEDLE TRADES. SOME ESTABLISHED THEMSELVES IN VERY SMALL RETAIL BUSINESSES AND AS PEDDLERS. RELATIVELY FEW VENTURED OUT INTO THE WIDER VISTAS OF THE WORLD OF WORK IN THE EARLY YEARS. WHO CAN DOUBT THAT THE ALREADY DEEPLY ENGRAINED SELF-EXCLUSION ATTITUDES WERE FURTHER REINFORCED BY THE NEWLY EXPERIENCED DISCRIMINATION OF THOSE WHO DID ATTEMPT TO MOVE OUT.

THE DRAMATIC ECONOMIC EXPANSION OF MODERN AMERICA, COMBINED WITH THE JEWS' TRADITIONAL OUTLOOK AND PSYCHOLOGY (SO CLOSELY AKIN TO NATIVE AMERICAN MIDDLE-CLASS PSYCHOLOGY), OPERATED TO CATAPULT THEM INTO A MORE SOLID MIDDLE-CLASS STATUS IN A RELATIVELY SHORT PERIOD OF TIME. THE TAILOR BECAME A CLOTHING MANUFACTURER; THE PEDDLER, A DEPARTMENT STORE OPERATOR; THESCRAP DEALER, A STEEL MERCHANT; AND THE INDEPENDENT GROCER, A WHOLESALER. THEIR SONS AND DAUGHTERS BECAME PHYSICIANS, DENTISTS, LAWYERS, ACCOUNTANTS AND TEACHERS.

LET ME HASTEN TO PROVIDE BALANCE TO THIS PICTURE BY POINTING OUT THAT, WHILE THIS DID OCCUR, SUBSTANTIAL NUMBERS OF JEWISH PERSONS HAVE HAD TO CONTENT THEMSELVES WITH PLACES ON THE LOWER RUNGS OF THE OCCUPATIONAL LADDER, AS SMALL SHOP KEEPERS, SALESMEN, SALES CLERKS, OFFICE WORKERS, AND GOVERNMENT WORKERS, AND PROBABLY IN GREATER NUMBERS THAN MOST OF US BELIEVE, AS INDUSTRIAL WORKERS. IT IS THIS LATTER GROUP, THE EMPLOYEES, THAT OVER THE YEARS CONTINUES TO EXPERIENCE A DEGREE OF DISCRIMINATION EXCEEDED ONLY BY NEGROES. THAT THIS HIGH LEVEL OF DISCRIMINATION PERSISTS, AT LEAST IN SOME COMMUNITIES EVEN TO THIS DAY, IS AMPLY SUPPORTED BY THE EVIDENCE DEVELOPED AND MADE AVAILABLE BY THE BUREAU OF JEWISH EMPLOYMENT PROBLEMS OF CHICAGO, ILLINOIS, AND SIMILAR ORGANIZATIONS IN OTHER COMMUNITIES.

CONCERN OVER THE PERSISTENCE OF DISCRIMINATION AND THE CONTINUANCE OF SELF-EXCLUSION ATTITUDES DERIVED FROM IT HAS BEEN EXPRESSED BY THE PROFESSIONAL STAFF SOCIAL AGENCIES SERVING THE JEWISH PEOPLE. A CONFERENCE ON JEWISH EMPLOYMENT PROBLEMS WAS HELD IN NEW YORK CITY DECEMBER 15, 1953, IN WHICH MEMBER AGENCIES OF THE NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL, THE JEWISH VOCATIONAL SERVICES AND OTHER INTERESTED ORGANIZATIONS PARTICIPATED. SOME OF THE OPINIONS AND FINDINGS OF THE CONFERENCE ARE WORTH REVIEWING:

> ....."ONE EFFECT OF DISCRIMINATION AGAINST JEWS HAS BEEN TO BRING ABOUT AN INCREASINGLY NARROWING RANGE OF OCCUPATIONAL CHOICE FOR JEWS WHICH, IN TURN, HAS INTENSIFIED THE PROBLEM. JEWISH JOB SEEKERS, EITHER HAVING THEMSELVES EXPERIENCED DISCRIMINATION OR HAVING HEARD OF IT FROM PARENTS, RELATIVES AND FRIENDS, INCREASINGLY APPEAR TO SEEK EMPLOYMENT IN JEWISH FIRMS OR IN INDEPENDENT OPERATIONS. OFTEN HERESAY AND TRADITIONAL AND PERHAPS ERRONEOUS BELIEFS AFFECT JEWISH EMPLOYMENT."

> ....."IN THE PROFESSIONS, TOO, JEWS APPEAR TO CONCENTRATE IN MEDICINE, DENTISTRY, PHARMACY, LAW AND ACCOUNTING, FIELDS IN WHICH THEY CAN OPERATE INDEPENDENTLY WITHOUT THE POSSIBILITY OF BEING SUBJECTED TO DISCRIMINATION BY AN EMPLOYER, WHILE FREQUENTLY AVOIDING SUCH FIELDS AS ENGINEERING, CHEMISTRY OR COLLEGE TEACHING, FOR FEAR THAT DISCRIMINATION MAY IMPEDE THEIR CAREERS."

IN EVALUATING THE FOREGOING COMMENTS, IT IS IMPORTANT TO NOTE THAT VOCATIONAL COUNSELORS IN TOUCH WITH THIS PROBLEM REPORT THAT JEWS HAVE MOVED INTO ENGINEERING, SCIENCE AND EVEN ACADEMIC TEACHING IN GREATER NUMBERS IN THE '50'S THAN IN THE PREVIOUS DECADES. THE PRESENT-DAY BARRIERS TO JEWISH EMPLOYMENT IN THESE FIELDS ARE NOW CONSIDERED TO BE AT THE ADMINISTRATIVE LEVELS OF THESE PROFESSIONS. MANY JEWISH PROFESSIONALS FEEL THAT THEY ARE NOT VERY WELCOME AT THESE LEVELS AND TEND TO EXCLUDE THEMSELVES FROM CONSIDERING UPWARD MOVEMENT FOR THIS REASON.

ANOTHER FACT NOTED BY THE CONFERENCE WAS THAT DESPITETHE OBVIOUS SKEWNESS OF THEIR OCCUPATIONAL AND INDUSTRIAL DISTRIBUTION, THE MASS OF JEWISH PERSONS THEMSELVES SEEM TO BE EXPRESSING LITTLE CONCERN ABOUT THIS, PRIMARILY BECAUSE OF THE GENERALLY BOOMING ECONOMY.

ONE SOURCE OF DATA CONCERNING THE OCCUPATIONAL PROBLEMS OF JEWS IS PROVIDED BY THE OPERATING STATISTICS OF THE JEWISH VOCATIONAL SERVICE AGENCIES. THERE ARE 24 SUCH AGENCIES IN THE U.S. THEY ARE VOLUNTARY AGENCIES SUPPORTED BY JEWISH PHILANTHROPY AND THEIR BASIC PURPOSE IS TO OFFER VOCATIONAL ADJUSTMENT SERVICES, USUALLY PLACEMENT

AND COUNSELING, TO JEWISH PERSONS. THEY TEND TO SERVE A PREDOMINANTLY JEWISH EMPLOYER CLIENTELE -- IT HAS BEEN ESTIMATED TO AVERAGE AROUND 90 PERCENT. A COMPARISON OF THE OCCUPATIONAL AND INDUSTRIAL DISTRIBUTION OF THE PLACEMENTS MADE BY THE J.V.S. AGENCIES WITH THAT OF CORRESPONDING STATE EMPLOYMENT SERVICES MAY INDICATE WHETHER THERE IS OR IS NOT SKEWNESS IN THIS AREA OF JEWISH EMPLOYMENT.

THE FOLLOWING TABLES PRESENT THE SITUATION AS IT EXISTED IN ONE COMMUNITY:

I. PERCENTAGE DISTRIBUTION OF PLACEMENTS BY A J.V.S. AGENCY AND THE CORRESPONDING STATE EMPLOYMENT SERVICE BY OCCUPATION (1952)*

	(MALE PLACEMENTS)		(FEMALE PLACEMENTS)	
OCCUPATION	J.V.S.	STATE EMPL. SERV.	J.V.S.	STATE EMPL. SERV.
PROFESSIONAL, TECHNICAL MANAGERIAL	2.4	2.0	.6	5.8
CLERICAL, SALES	74.6	6.8	88.3	7.6

*THIS PARTICULAR STATE EMPLOYMENT SERVICE MAY PLACE MORE JOB SEEKERS IN SERVICE AND UNSKILLED POSITIONS THAN IS TYPICAL FOR THE COUNTRY AS A WHOLE. HOWEVER, THIS COMPARISON DOES DEMONSTRATE IN A GROSS WAY HOW J.V.S. PLACEMENTS DIFFER FROM GENERAL COMMUNITY PLACEMENTS.

SERVICE	3.5	26.8	.7	46.3
SKILLED	1.3	9.6	.3	4.3
SEMI-SKILLED	8.3	24.5	3.4	26.0
UNSKILLED	9.8	30.3	6.5	10.0

II. PERCENTAGE DISTRIBUTION OF PLACEMENTS MADE BY A J.V.S. AGENCY AND THE CORRESPONDING STATE EMPLOYMENT SERVICE BY INDUSTRY

	(MALE)		(FEMALE)	
INDUSTRY	J.V.S.	STATE EMPL. SERV.	J.V.S.	STATE EMPL. SERV.
CONSTRUCTION	.2	2.8	.5	.1
MANUFACTURING	44.3	46.3	42.1	40.0
TRANS. & COMMUNICATION	.8	2.0	.5	.1
WHOLESALE & RETAIL TRADE	38.5	12.8	34.2	4.0
FINANCE, INSURANCE & REAL ESTATE	1.4	4.0	3.5	.3
SERVICE, EXCEPT DOMESTIC	14.4	23.0	18.9	12.0
DOMESTIC	0.0	7.1	9.0	43.2
GOVERNMENT.	.1	2.0	.1	.4

WHILE THESE PARTICULAR FIGURES WILL VARY IN DIFFERENT LOCALITIES AND AT DIFFERENT TIMES, THE BASIC PATTERN IS VERY SIMILAR AMONG ALL J.V.S.'S. THE OCCUPATIONAL BREAKDOWN SHOWS DISTINCTLY GREATER CONCENTRATION OF JEWISH PLACEMENTS IN THE CLERICAL AND

SALES AREA AND DISTINCTLY LESS CONCENTRATION IN THE SKILLED, SEMI-SKILLED, UNSKILLED AND SERVICE AREAS. THIS IS VERY MUCH IN LINE WITH THE POPULAR STEREOTYPE OF JEWISH OCCUPATIONAL DISTRIBUTION. THE INDUSTRIAL COMPARISON SHOWS GREATER CONCENTRATION IN WHOLESALE AND RETAIL TRADE AND LESS CONCENTRATION IN TRANSPORTATION AND COMMUNICATION, FINANCE, SERVICE AND DOMESTIC FIELDS, AGAIN MUCH IN LINE WITH THE POPULAR STEREOTYPE. A BREAKDOWN OF THE MANUFACTURING CATEGORY IN THESE TABLES WOULD SHOW THAT THIS JEWISH AGENCY WAS PLACING MOST OF ITS APPLICANTS IN THE NEEDLE TRADES AND LIGHT MANUFACTURING INDUSTRY.

IT WOULD APPEAR TO BE OBVIOUS FROM THE FOREGOING DATA THAT JEWISH PERSONS WHO AVAIL THEMSELVES OF THE PLACEMENT SERVICES OF J.V.S. AGENCIES ARE MOST LIKELY TO BE PLACED IF THEIR SKILLS, EXPERIENCE, PREFERENCES AND EXPECTATIONS ARE IN LINE WITH THE OCCUPATIONAL AND INDUSTRIAL PATTERNS OF THOSE AGENCIES. THIS IN ITSELF ESTABLISHES A STRUCTURE OF CHOICE WHICH EXCLUDED A NUMBER OF OCCUPATIONS AND INDUSTRIES.

IN ORDER TO OBTAIN THE IMPRESSIONS AND OPINIONS OF VOCATIONAL COUNSELORS WORKING WITH JEWISH PERSONS, A QUESTIONNAIRE WAS SUBMITTED TO ALL J.V.S.'S. SEVENTEEN AGENCIES RESPONDED. A COMPILATION OF THE RESPONSES FOLLOWS:

	NO. OF AGENCIES RESPONDING
I. EXTENT OF PROBLEM WITH ADULTS	
A. JEWISH ADULT CLIENTS KNOWN TO US DO NOT EXCLUDE THEMSELVES FROM ANY OCCUPATIONS AND/OR PLACES OF WORK	2
B. JEWISH ADULT CLIENTS KNOWN TO US EXCLUDE THEMSELVES FROM CERTAIN OCCUPATIONS AND/OR PLACES OF WORK TO AN INSIGNIFICANT EXTENT ONLY.	12
C. JEWISH ADULT CLIENTS KNOWN TO US EXCLUDE THEMSELVES FROM CERTAIN OCCUPATIONS AND/OR PLACES OF WORK TO A SIGNIFICANT EXTENT	1
II. EXTENT OF PROBLEM WITH YOUTH	
A. JEWISH HIGH SCHOOL YOUTH PLANNING CAREERS DO NOT EXCLUDE THEMSELVES FROM ANY VOCATIONS	4
B. JEWISH HIGH SCHOOL YOUTH PLANNING CAREERS EXCLUDE THEMSELVES FROM CERTAIN VOCATIONS TO AN INSIGNIFICANT EXTENT ONLY.	7
C. JEWISH HIGH SCHOOL YOUTH PLANNING CAREERS EXCLUDE THEMSELVES FROM CERTAIN VOCATIONS TO A SIGNIFICANT EXTENT.	4

APPARENTLY MOST RESPONDENTS BELIEVE THAT JEWISH ADULT JOB SEEKERS EXCLUDE THEMSELVES OCCUPATIONALLY AND INDUSTRIALLY TO AN INSIGNIFICANT DEGREE ONLY. THERE IS A SHARPER DIVISION OF OPINION WITH RESPECT TO YOUTH. A FAIRLY HIGH PROPORTION OF JEWISH HIGH SCHOOL STUDENTS ARE THOUGHT TO EXCLUDE THEMSELVES FROM CERTAIN VOCATIONS - BUT PRIMARILY BECAUSE OF STATUS AND PRESTIGE REASONS.

SOME OF THE COMMENTS MADE BY THE RESPONDENTS FOLLOW:

1. FROM AN IMPORTANT MIDWEST INDUSTRIAL COMMUNITY .....
   RE ADULTS - "THERE IS SOME FEELING THAT A FEW FIRMS IN THIS CITY DISCRIMINATE. THEREFORE, SOME CLIENTS HESITATE TO APPLY TO THESE FIRMS.

THIS SITUATION IS LESS PREVALENT NOW THAN IN PREVIOUS YEARS."

RE YOUTH - "THERE IS ALWAYS A QUESTION HERE OF WHETHER THEY EXCLUDE THEMSELVES BECAUSE THEY MAY NOT BE WELCOME OR BECAUSE THESE CAREERS DO NOT FIT IN WITH THE EXISTING PRESTIGE STANDARDS IN THEIR CULTURE." "THERE PROBABLY HAVE BEEN INSTANCES OF DISCRIMINATION ON THE PART OF THE FIRMS IN QUESTION, BUT ON THE OTHER HAND, JEWISH APPLICANTS WITH PROPER QUALIFICATIONS HAVE BEEN HIRED BY THESE FIRMS. WE DO NOT FEEL THAT THERE IS MUCH BASIS FOR THE SELF-EXCLUSION."

2. FROM A NORTHCENTRAL CITY .....
THIS RESPONDENT REPORTS THAT A FEW JEWISH PERSONS HAVE ATTAINED SENSITIVE AND IMPORTANT POSITIONS IN LOCAL "BIG" INDUSTRY AND THAT THIS HAS RESULTED IN A "BREACH OF THE WALLS" AND HAS CAUSED INCREASING HIRINGS ON A LOWER LEVEL.

HOWEVER, THERE IS A TENDENCY ON THE PART OF MANY OF THE NEWLY HIRED JEWISH EMPLOYEES TO LEAVE AFTER A BRIEF PERIOD OF TIME, WITH COMPLAINTS REGARDING THE INTOLERANCE OF THEIR CO-WORKERS. THESE PEOPLE TEND TO EXCLUDE THEMSELVES FROM OTHER SIMILAR FIRMS AS A RESULT OF THIS EXPERIENCE.

3. FROM A MIDWESTERN CITY .....
THIS RESPONDENT REMARKS THAT JEWISH YOUTH SEEK PLACEMENT IN PRESTIGE OCCUPATIONS AND OPPORTUNITIES FOR BEING THEIR OWN BOSS. RESPONDENT IS NOT CONVINCED THAT SELF-EXCLUSION IS LIMITING FACTOR.

4. FROM A MAJOR NORTHEASTERN CITY .....
"SOME ENGINEERING AND OTHER SCIENTIFIC PERSONNEL FEEL THAT DISCRIMINATORY PRACTICES EXIST IN HIGHER ADMINISTRATIVE POSTS."

5. FROM A MAJOR NORTHCENTRAL CITY .....
RE ADULTS - SELF-EXCLUSION EXISTS TO A DEGREE "MAINLY ON THE BASIS OF REPUTATION. WE ARE ASKED BY CLIENTS NOT TO ATTEMPT TO PLACE THEM WITH CERTAIN COMPANIES BECAUSE THEY, THE APPLICANTS, UNDERSTAND THESE COMPANIES TO NOT HIRE JEWS."

RE YOUTH - "IN VOCATIONAL PLANNING WE HAVE FOUND SELF-EXCLUSION IN CERTAIN TECHNICAL AND SKILLED TRADES."

6. FROM AN IMPORTANT INDUSTRIAL CITY IN A BORDER STATE .....
RE ADULTS - "SUCH FIELDS AS BANKING AND CHEMISTRY ARE AVOIDED BECAUSE OF APPARENT DISCRIMINATION."

7. FROM A MIDCENTRAL STATE .....
RE ADULTS - "SELF-EXCLUSION BASED ON 'KNOWLEDGE' OR 'FEELING' THAT GIVEN OCCUPATION OR PLACE OF WORK WILL REALISTICALLY OFFER LITTLE OPPORTUNITY FOR JOB - OR CAREER. AS CHECKED, THE PERCENTAGE INVOLVED IS, THESE DAYS, SMALL."

RE YOUTH - "WHERE IT APPEARS, IT SEEMS TO STEM PRIMARILY FROM PARENTS' ATTITUDE REGARDING CAREERS THEY FEEL JEWISH BOYS ARE BETTER OFF WITHOUT." "WE HAVE KNOWN OF DISCRIMINATORY ATTITUDES THAT WOULD CALL FORTH A REACTION OF SELF-EXCLUSION (ESPECIALLY IN REGARD TO PLACES OF WORK). ALTHOUGH AS INDICATED ABOVE, THERE SEEMS TO BE SOME REAL BASIS IN FACT, THE PARENTS' EMOTIONAL PERCEPTION MAY LEAD HIM TOWARD A BIASED VIEW OF OPPORTUNITIES IN SPECIFIC VOCATIONAL AREAS THAT MAY NOT ACTUALLY FIT THE FACTS AT ANY GIVEN TIME."

8. FROM A FAR SOUTHWESTERN CITY .....
RE ADULTS - "SELF-EXCLUSION SEEMS TO EXIST TO SOME DEGREE, PARTICULARLY

AMONGST PERSONS SEEKING SECRETARIAL AND SALES WORK, WHO MIGHT BE QUALIFIED FOR THIS INDUSTRY."

THE RESPONSES TO THE QUESTIONNAIRE SUGGEST:

1. THAT SELF-EXCLUSION ATTITUDES ARE DETECTED BY COUNSELORS AND THOUGHT TO EXIST IN VARYING DEGREES RANGING FROM "INSIGNIFICANT" TO "SIGNIFICANT." THE PROBLEM SEEMS TO VARY GEOGRAPHICALLY.

2. THAT PRESTIGE ANDSTATUS FACTORS PLAY A MORE IMPORTANT PART IN DETERMINING THE VOCATIONAL CHOICES OF JEWISH YOUTH, IN PARTICULAR, THAN DO CONSCIOUS EFFORTS TO AVOID DISCRIMINATION.

IN REVIEWING THE AVAILABLE DATA, I DID NOT FAIL TO INCLUDE MY OWN EXPERIENCE AS A COUNSELOR. ON THE BASIS OF THIS EXPERIENCE, I AGREE WITH MY COLLEAGUES IN OTHER JEWISH VOCATIONAL SERVICES THAT THERE IS NOT MUCH EVIDENCE THAT JEWISH YOUTH AVOID CERTAIN CHOICES BECAUSE OF CONSCIOUS FEAR OF ENCOUNTERING DISCRIMINATION. PRESTIGE AND STATUS ARE MUCH MORE IMPORTANT AS MOTIVATORS OF CHOICE AND EXCLUSION.

IN MY EXPERIENCE, HOWEVER, ADULTS SEEKING EMPLOYMENT OFTEN EXPRESS ATTITUDES OF SELF-EXCLUSION IN RELATION TO CERTAIN FIRMS AND INDUSTRIES. ATTITUDES OF OCCUPATIONAL SELF-EXCLUSION HAVE BEEN EXPRESSED TO ME BY YOUNG ADULTS IN CERTAIN PROFESSIONS. FOR EXAMPLE WITHIN THE PAST YEAR:-

A YOUNG GRADUATE ENGINEER TOLD ME THAT HE LEFT THE FIELD OF ENGINEERING EIGHT YEARS AGO BECAUSE HE ENCOUNTERED ANTI-SEMITISM AND STILL RETAINED A STRONG IMPRESSION THAT JEWS ARE NOT WELCOME IN ENGINEERING.

TWO GRADUATE ENGINEERS RELATED THAT THEY HAD REACHED A POINT WHERE THEY BELIEVED THAT FURTHER PROFESSIONAL PROGRESS WOULD DEPEND ON THEIR PROMOTION TO SALES OR ENGINEERING ADMINISTRATION LEVELS. THEY WERE BOTH OF THE OPINION THAT JEWISH ENGINEERS WERE DISCRIMINATED AGAINST AT THESE LEVELS.

A MARKET RESEARCH CONSULTANT WAS SO FIRMLY CONVINCED THAT BIG COMPANIES WOULD NOT HIRE A JEWISH PERSON IN A SENIOR POSITION THAT HE HAD CHANGED HIS NAME.

A YOUNG INVESTMENT BROKER WAS CONSIDERING MOVING TO THE MANUFACTURING INDUSTRY AS A COMPTROLLER TRAINEE. HE DECIDED AGAINST THIS, IN PART BECAUSE HE FELT THAT HE WOULD NOT BE WELCOME AS A JEW.

THE EVIDENCE PRESENTED IN THIS PAPER IS, OF COURSE, QUITE FRAGMENTARY. MORE THAN ANYTHING ELSE IT POINTS UP THE NEED FOR OBTAINING MORE SUBSTANTIAL DATA AND, ALSO PERHAPS, INDICATES THE KIND OF DATA THAT IS REQUIRED AND CAN BE OBTAINED.

TENTATIVELY, AND SUBJECT TO THE VERIFICATION OF A MORE SUBSTANTIAL STUDY, THE FOLLOWING HYPOTHESES AND QUESTIONS ARE SUGGESTED BY THIS EXPLORATORY PAPER:

1. THE OCCUPATIONS AND THE INDUSTRIES IN WHICH JEWS ARE EMPLOYED VARY SIGNIFICANTLY FROM THE OCCUPATIONAL AND INDUSTRIAL DISTRIBUTION OF THE LABOR FORCE AS A WHOLE. HOWEVER, SINCE JEWS ARE A MIDDLE CLASS, A WHITE COLLOR GROUP, IT WOULD BE IMPORTANT TO KNOW HOW JEWS DIFFER FROM OTHER MIDDLE CLASS GROUPINGS IN THIS RESPECT.

2. FEELINGS OF DISCRIMINATION AND DEFENSIVE SELF-EXCLUSION ATTITUDES BASED ON THESE FEELINGS HAVE BEEN NOTED AMONG JEWISH COLLEGE GRADUATES AND GRADUATE STUDENTS WHO HAVE MAJORED IN BUSINESS ADMINISTRATION AND WHO HAVE ATTEMPTED TO FIND EMPLOYMENT IN ADMINISTRATIVE AND MANAGERIAL POSITIONS WITH PROMINENT NATIONAL MANUFACTURING AND MERCANTILE COMPANIES, BANKS, LIFE INSURANCE COMPANIES, ETC. SIMILAR REPORTS COME FROM TECHNICAL PERSONNEL WHO HAVE ATTEMPTED TO BREAK INTO ADMINISTRATIVE JOBS. A STUDY OF THE JOB FINDING EXPERIENCES OF JEWISH COLLEGE SENIORS AND GRADUATE STUDENTS SHOULD BE UNDERTAKEN TO DETERMINE HOW WIDESPREAD AND VALID THESE COMPLAINTS ARE.

3. THE JEWISH COMMUNITY HAS, OVER THE YEARS, DEVELOPED "INSTITUTIONS" WHICH IN EFFECT GUIDE JEWISH EMPLOYMENT IN CERTAIN PROTECTED DIRECTIONS AND WHICH OFFER OTHER FORMS OF SECURITY FROM DISCRIMINATION. FOR EXAMPLE, THE JEWISH VOCATIONAL SERVICES PLACE THEIR CLIENTS, MOST OF WHOM ARE JEWISH, WITH EMPLOYERS WHO ARE PREDOMINANTLY JEWISH. IN MANY COMMUNITIES IT IS THE MOST NATURAL THING IN THE WORLD FOR A JEWISH JOB SEEKER TO FILE HIS APPLICATION WITH THE JEWISH VOCATIONAL SERVICE AND TO RELY ON IT FOR EMPLOYMENT. WHILE MANY SEEK THE SERVICES OF THE JEWISH AGENCY IN ORDER TO BE PLACED WITH JEWISH FIRMS, CONSCIOUS ATTEMPTS TO AVOID DISCRIMINATION MAY BE QUITE ABSENT IN OTHER JOB APPLICANTS. THEY MAY BE WILLING TO WORK WHEREVER THEY CAN FIND THEIR BEST OPPORTUNITY. HOWEVER, THE CHANCES ARE THAT THEY WILL BE PLACED IN JEWISH FIRMS.

OBVIOUSLY, THIS PROCEDURE TENDS TO PROLONG THE HISTORIC CONCENTRATION OF JEWISH JOB SEEKERS IN CERTAIN OCCUPATIONS AND INDUSTRIES.

JEWISH LAWYERS PROBABLY PREFER JEWISH LAW GRADUATES. JEWISH EMPLOYERS IN GENERAL, LIKE OTHER EMPLOYERS, EXTEND PREFERENCE IN HIRING TO RELATIVES, FRIENDS AND FRIENDS OF FRIENDS. JEWISH HOSPITALS OFFER A PROFESSIONAL HAVEN FOR FURTHER TRAINING TO JEWISH INTERNS, RESIDENTS AND PRACTICING PHYSICIANS IF THEY SHOULD NEED IT.

ONE CANNOT QUARREL WITH THE HISTORIC NECESSITY WHICH CREATED THESE PROTECTIVE INSTITUTIONS AND PRACTICES. ONE DOES WONDER IF THE TIME HAS NOT COME FOR THE JEWISH COMMUNITY TO REVIEW THEM IN THE LIGHT OF CONDITIONS WHICH PREVAIL TODAY. SUCH A REVIEW MIGHT POINT UP THE DESIRABILITY OF HAVING THE JEWISH VOCATIONAL SERVICE AGENCIES DEVELOP PROGRAMS TO WIDEN THE OCCUPATIONAL AND INDUSTRIAL VISTAS OF JEWISH JOB SEEKERS AND CAREER-PLANNING YOUTH. CERTAINLY THE PASSAGE OF F.E.P. LEGISLATION PAVES THE WAY FOR SUCH PROGRAMS.

4. THIS STUDY SEEMS TO INDICATE THAT JEWISH YOUTH ARE GUIDED IN THEIR CHOICE OF CAREER MUCH MORE BY CONSIDERATION OF PRESTIGE AND STATUS THAN THEY ARE BY CONSCIOUS FEAR OF ENCOUNTERING DISCRIMINATION. YET PRESTIGE AND STATUS CONSIDERATIONS SEEM TO LEAD FOR THE MOST PART TO THE SAME OCCUPATIONS WHICH THEIR PARENTS AND OLDER SIBLINGS CHOSE IN ORDER TO AVOID DISCRIMINATION.

A DEEPER STUDY OF THE CAREER CHOICES OF JEWISH YOUTH AND THE MOTIVATIONS BEHIND THESE CHOICES WOULD BE MOST HELPFUL AS A GUIDE TO THE COUNSELORS WHO ARE ENGAGED IN HELPING THEM MAKE VOCATIONAL DECISIONS LEADING TO MAXIMUM SATISFACTION AND ADJUSTMENT.

5. BY AND LARGE, THE JEWISH PEOPLE SEEM TO BE COMFORTABLE WITH THEIR PRESENT ECONOMIC AND VOCATIONAL SITUATION. CONTRARY TO THE CONCERN EXPRESSED BY SOME PROFESSIONAL WORKERS IN THE FIELD OF COMMUNITY RELATIONS, JEWS ARE NOT CONFINED WITHIN LIMITS WHICH ARE GROWING NARROWER. THE LIMITS SEEM TO HAVE A CERTAIN LATITUDE AND SEEM TO BE EXPANDING SLOWLY.

A DECADE OR MORE AGO, ENGINEERING AND OTHER TECHNICAL FIELDS WERE REGARDED AS PRESENTING SEVERE HANDICAPS TO JEWISH ENTRANTS AND WERE AVOIDED BY MANY. TODAY THIS IS NO LONGER TRUE AND THE PREVAILING COMPLAINT IS THAT DISCRIMINATION EXISTS MAINLY IN THE UPGRADING AND EMPLOYMENT OF EXECUTIVE AND MANAGERIAL PERSONNEL. ONE HEARS THAT THE PRESENT STEREOTYPE OF THE JEW IN CORPORATE CIRCLES IS THAT HE IS "A RESEARCH MAN," RATHER THAN AN "ORGANIZATION MAN." STUDIES OF BIG BUSINESS SUCH AS THE ORGANIZATION MAN POINT TO CERTAIN PRACTICES IN CHOOSING ADMINISTRATIVE PERSONNEL WHICH WOULD TEND TO RULE OUT ALL MEMBERS OF MINORITY GROUPS.

ONE CONCERN ABOUT THE PRESENT ECONOMIC POSITION OF AMERICAN JEWRY SHOULD BE GIVEN ESPECIALLY CAREFUL STUDY, EVEN THOUGH THIS CONCERN IS SHARED BY RELATIVELY FEW PERSONS. IT IS FELT BY SOME STUDENTS OF OUR ECONOMY AND OUR SOCIETY THAT THE APPARENT SECURITY OF THE JEWISH COMMUNITY'S ECONOMIC POSITION MAY BE QUITE ILLUSORY BECAUSE IT IS TOO DEPENDENT ON ENTRENCHED POSITIONS IN SMALL, MEDIUM-SIZED AND RISKIER TYPES OF INDUSTRY. THESE ARE THE INDUSTRIES, IT IS POINTED OUT, THAT MAY SOMEDAY SUFFER

SEVERELY IN UNEQUAL COMPETITION WITH THE EVER-GROWING GIANTS OF OUR ECONOMY. THE OCCUPATIONAL AND INDUSTRIAL DISTRIBUTION OF AMERICAN JEWS SHOULD BE STUDIED WITH THIS CONCERN IN MIND.

THE CURRENT RESTRICTIONS AGAINST JEWISH EMPLOYMENT AND THE SELF-EXCLUSION ATTITUDES GENERATED BY THEM MAY NOT BE LIMITING OUR PRESENT MANPOWER RESOURCES SEVERELY AT THE TECHNICAL, SKILLED OR SEMI-SKILLED LEVELS OF EMPLOYMENT. HOWEVER, IT IS QUITE LIKELY THAT THESE RESTRICTIONS AND ATTITUDES DO LIMIT OUR RECRUITMENT AND DEVELOPMENT OF MANAGERIAL AND ADMINISTRATIVE PERSONNEL, WHICH WE ARE TOLD IS A MAJOR BOTTLENECK IMPEDING THE FURTHER EXPANSION OF THE ECONOMY.

EVEN MORE IMPORTANT RESTRICTIONS AGAINST JEWISH EMPLOYMENT ARE NOT AN ENTITY IN THEMSELVES. THEY ARE PART AND PARCEL OF THE TOTAL PICTURE OF DISCRIMINATION WHICH IS SO OBVIOUSLY LIMITING OUR FULL USE OF MANPOWER FOR DEFENSE AND FOR SOCIAL PROGRESS.

AS LONG AS DISCRIMINATION AND ITS CRIPPLING EFFECTS ON ONE MINORITY PERSISTS TO A SIGNIFICANT DEGREE, THERE IS DANGER TO ALL MINORITY GROUPS AND TO THE GROWTH AND DEVELOPMENT OF A DEMOCRATIC WAY OF LIFE FOR ALL.

THE CHALLENGE FOR THE DECADE AHEAD: ROLE OF INTERGROUP RELATIONS PERSONNEL

IN THE PROGRAM PROSPECTUS FOR THE NAIRO 1959 CONFERENCE, IT WAS SUGGESTED THAT THE NAIRO COMMISSIONS DIRECT THEIR INQUIRY TO THE EXPECTED ECONOMIC CHANGE NOW DEVELOPING IN THE UNITED STATES. IT WOULD BE REDUNDANT TO DWELL AT THIS TIME ON THE CAUSES FOR THIS CHANGE, RESULTING FROM POPULATION INCREASE AND MOBILITY, INDUSTRIAL EXPANSION, TECHNOLOGICAL ADVANCES, AUTOMATION, AND THE INTERNATIONAL SCENE.

ONE OF THE GOALS OF THIS REPORT IS TO PROVIDE INSIGHT INTO A PARTICULAR FACET OF MANPOWER UTILIZATION AS IT RELATES TO NAIRO'S PURPOSES AND GOALS. THE MANPOWER COMMISSION, WITH A FULL AND COMPLETE UNDERSTANDING OF THE PRESSING NEED TO ACCELERATE THE EXPANSION OF NEW JOB OPPORTUNITIES FOR MINORITY GROUP WORKERS, DECIDED TO CONCENTRATE ON TRAINING, AS IT RELATES TO CAREER PLANNING, AS THE MOST SIGNIFICANT OBJECTIVE FOR THE FUTURE. IT IS OUR BELIEF THAT THIS SUBJECT SHOULD OFFER TO NAIRO MEMBERS AND OTHERS CONCERNED WITH THIS PROBLEM, A GOAL THAT, IN ADDITION TO EMBRACING THE IMMEDIATE PROBLEM OF JOB PLACEMENT AND UPGRADING, PINPOINTS THE TARGET FOR SERVICING THE SCHOOL GENERATION AND THE POTENTIAL BEGINNING WORKER.

WE BELIEVE THAT, AS A RESULT OF THE CHANGES THAT ARE TAKING PLACE DUE TO LEGISLATION AND VOLUNTARY EFFORTS, INTERGROUP RELATIONS PRACTITIONERS MUST PLAY A MORE MEANINGFUL ROLE IN PREPARING AND INFLUENCING THE PREPARATION OF STUDENTS AND NEW ENTRANTS INTO THE WORK FORCE BEFORE THEY REACH THE PERSONNEL DIRECTOR'S OFFICE.

ELI GINSBERG MAKES THE POINT IN HIS BOOK THE NEGRO POTENTIAL WHEN HE WROTE: "BETTER PREPARATION FOR WORK INVOLVES MUCH MORE THAN A FORMAL EQUALIZATION OF EDUCATIONAL OPPORTUNITIES. FOR NEGROES AS FOR WHITES, BASIC PREPARATION FOR SCHOOL AND FOR WORK OCCURS WITHIN THE FAMILY, THE NEIGHBORHOOD AND THE COMMUNITY. THE HABITS, THE VALUES AND THE GOALS THAT THE CHILD ACQUIRES PROVIDE THE BASIS FOR HIS LATER ACCOMPLISHMENTS IN SCHOOL AND AT WORK.

"TO APPRAISE HOW NEGRO POTENTIAL CAN BE FULLY DEVELOPED, THEREFORE, REQUIRES CONSIDERATION OF A WHOLE COMPLEX OF FACTORS, INCLUDING THE STRUCTURE AND FUNCTIONING OF THE NEGRO FAMILY AND COMMUNITY AND THE VALUES AND BEHAVIOR OF BOTH NEGROES AND WHITES, AS WELL AS THE PRESENT STATE OF AND THE FUTURE PROSPECTS FOR HIS EDUCATIONAL AND ECONOMIC OPPORTUNITIES. EACH FACET IS INSEPARABLY CONNECTED WITH ALL OF THE OTHERS. A DEFICIENCY IN ANY AREA WILL LEAD TO CUMULATIVE BENEFITS. TO SPEED THE DEVELOPMENT OF NEGRO POTENTIAL, THEREFORE, REQUIRES A CONCERTED AND SIMULTANEOUS ATTACK ON ALL CONDITIONS THAT NOW IMPEDE THAT DEVELOPMENT." THIS STATEMENT OBVIOUSLY APPLIES TO ALL GROUPS FACED WITH THE PROBLEM OF EMPLOYMENT AND TRAINING DISCRIMINATION.

THE PREPARATION OF THIS REPORT WAS AN INTERESTING AND PARADOXICAL EXPERIENCE. ON THE ONE HAND, WE FOUND INDUSTRY, LABOR AND GOVERNMENT EXPENDING MONEY AND EFFORT FOR TRAINING PROGRAMS. ON THE OTHER HAND, WE FOUND A LACK OF COORDINATION IN SOME OF THESE PROGRAMS - A REAL DEARTH OF INFORMATION AS TO THE EXPERIENCE OF MINORITY GROUP MEMBERS IN RELATION TO THEM.

WHETHER OR NOT THERE CAN BE A REALIZATION OF A FULL MANPOWER POTENTIAL THROUGH EXISTING TRAINING PROGRAMS REMAINS UNANSWERED. THERE IS A NEED FOR STUDY AND RESEARCH TO DETERMINE WHETHER THESE TRAINING PROGRAMS ARE CARRIED OUT IN THE TRADITIONAL MANNER OR WITH A REAL SENSITIVITY TO THE FACT THAT THERE CAN NEVER BE FULL UTILIZATION OF OUR MANPOWER IF THE TRADITIONAL PRACTICES OF EXCLUSION ARE FOLLOWED IN MANY TRAINING PROGRAMS NOW BEING CONDUCTED.

THE PRIMARY RESPONSIBILITY FOR CAREER PLANNING AND JOB TRAINING LIES IN OUR HOMES, SCHOOLS, COMMUNITY AGENCIES, LABOR AND MANAGEMENT. IT IS WITH THESE INSTITUTIONS THAT THE NAIRO PROFESSIONAL IN THE COMMUNITY MUST EXAMINE AND EXPLORE HIS ROLE AND RELATIONSHIPS. TO WHAT EXTENT DOES THE GUIDANCE WORKER AND THE EDUCATOR ACCEPT THE STEREOTYPE PATTERN OF CAREERS FOR MINORITY YOUTHS, THUS HOLDING ON TO AND ENTRENCHING

UNEQUAL VOCATIONAL CONCEPTS WHICH FURTHER SUPPORT AND REINFORCE DISCRIMINATORY PRACTICES?

HOW CAN THE NAIRO MEMBER HELP THESE INSTITUTIONS TO RECONCILE THE EXPRESSED STATEMENT OF NON-DISCRIMINATORY PRACTICES BY LABOR, INDUSTRY AND GOVERNMENT, WITH THE HARSH FACTS OF PRACTICE IN THE COMMUNITY? WHAT RESPONSIBILITY HAVE THESE INSTITUTIONS TO DEAL WITH THE PROBLEM OF SELF-EXCLUSION ATTITUDES OF THEIR CLIENTS? HOW CAN THE NAIRO MEMBER HELP DEVELOP AND COOPERATE IN PROGRAMS DEALING WITH THE ATTITUDINAL ASPECT OF THE PROBLEM?

IT IS OUR HOPE THAT FUTURE NAIRO MANPOWER COMMISSIONS WILL MEET THE CHALLENGE OF THE CHANGES IN EMPLOYMENT OPPORTUNITY AND THE RELATED PROBLEMS, BY PROVIDING COUNSEL, PROGRAMS AND STUDIES BEARING ON THESE CHANGES.

JOHN K. GALBRAITH IN HIS BOOK THE AFFLUENT SOCIETY USES THE TERM " CONVENTIONAL WISDOM" TO DEFINE WHAT IS COMMONLY TERMED "ACCEPTED PRACTICES AND THOUGHTS" IN SOCIETY OR BY ORGANIZATIONS. HE MAKES THE POINT THAT EVENTS AND NOT NECESSARILY IDEAS ARE THE MAJOR INFLUENCING FACTORS IN AFFECTING CHANGE. IF WE APPLY THIS CONCEPT TO THE PROBLEM OF MANPOWER UTILIZATION, THEN THE REAL CHALLENGE FOR THE FUTURE IS HOW TO DEAL WITH CHANGE AND MOVE FORWARD TO THE END THAT MANPOWER TRAINING AND UTILIZATION POLICIES WILL BE MORE REALISTIC AND PRACTICAL IN THE LIGHT OF PRESENT AND FUTURE DEMANDS AND REQUIREMENTS.

TO ACCOMPLISH THIS, GUIDANCE, TRAINING, APPRENTICESHIPS AND JOBS MUST BE MADE AVAILABLE TO THE TOTAL POPULATION ON THE BASIS OF INDIVIDUAL POTENTIAL, ABILITY AND INTEREST. SO-CALLED MINORITY GROUP STATUS IN EMPLOYMENT AND ITS DETERRENTS, MUST, FOR THE SIMPLE REASON OF ECONOMIC NECESSITY AND NATIONAL SURVIVAL, BE FIRST TO COMPLETELY DISAPPEAR FROM THE DOMESTIC SCENE.

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ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

REPLY TO: Room 1530
55 West 42nd St.
New York 36, N.Y.

September 2, 1960

Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

Gentlemen:

For review in an early issue of the Journal of Intergroup Relations, we should like very much to have copies of the following publications:

"Lunch-Counter Desegregation in Corpus Christi, Galveston, and San Antonio, Texas," by Kenneth Morland. May, 1960

"Toward A Solution of the Sit-In Controversy," by Margaret Price (mimeo.)

A Background Report on School Desegregation for 1959-60. August, 1959 (mimeo.)

"Atlanta and Washington: Racial Differences In Academic Achievement," by Frank Stallings (Report No. L-16)

"Desegregation and Academic Achievement," March 14, 1960. (Report No. L-17)

"The Church In Areas of Racial Tension," by Cornelius Tarplee. An address given before the National Convocation of the Church in Town and Country in Louisville, Ky., October 20, 1959

It would be much appreciated if you would put us on your list to receive automatically for review copies of future publications that you think we might want to review in our pages.

Sent 9/15/60 BCC

Cordially yours,

Samuel Spiegler

SAMUEL SPIEGLER
Editor, Journal of
Intergroup Relations

SS/pm

What category? Int.

Entered 9/2/60

via air mail

September 29, 1960

Mr. Samuel Spiegler
Editor
Journal of Intergroup Relations
N. A. I. R. O.
Room 209, 426 W. 58th Street
New York 18, New York

Dear Mr. Spiegler:

I am painfully conscious of my promise to update the Washington speech and submit it to you in time for the Fall issue of the Journal. My apologies for not having written you before now.

The problem about this that has been gnawing at me is the obsoleteness of the Washington speech. In almost every respect, it has been outdated by later developments in the lunch-counter situation. We we -- or, at least, I -- had hoped would be a job of moderate revision has become the need to write a new article altogether. This I have wanted to do, but simply haven't been able to manage.

The problem is further complicated by the fact that what is said today about the sit-ins may be ancient history within a few weeks. The students are back in college and are shaping their plans for renewed protests on a massive scale.

In view of all this, I would like to ask for a reprieve, at least until the deadline for the next issue. I hope you'll be charitable about my letting you down, and I'll look forward to word on a new deadline.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf

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PUBLICATIONS
Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

REPLY TO: Room 1530
55 West 42nd St.
New York 36, N.Y.

September 26, 1960

Mr. Harold C. Fleming, Exec. Dir.
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Fleming:

I am holding space in the Autumn 1960 issue of the Journal of Intergroup Relations for an article by you.

You will remember, I hope, your letter of May 23, in which you promised to revise and update your talk in Washington last May on the "sit-ins" into an article for our Journal.

We should close this issue within the next few days. Please write me whether or not we can expect your contribution in time for this issue, or whether we shall schedule it for the next.

Best regards.

Sincerely yours,

Samuel Spiegler

SAMUEL SPIEGLER
Editor, Journal of
Intergroup Relations

SS:ER

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REPLY TO: Room 1530
55 West 42nd St.
New York 36, N.Y.

October 3, 1960

Mr. Harold C. Fleming, Exec. Dir.
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Fleming:

An editor learns early to be charitable toward the occasional tardiness of his contributors. Moreover, as it happens, it will be better all around for your article to be prepared on the basis of events which will have occurred within the next few weeks. Therefore, I gladly grant you your requested reprieve. Our next copy deadline will be November 15.

All good wishes.

Cordially yours,

Samuel Spiegler

SAMUEL SPIEGLER
Editor, Journal of
Intergroup Relations

SS:ER

via air mail special

November 22, 1960

Mr. Samuel Spiegler
Editor
Journal of Intergroup Relations
N. A. I. R. O.
Room 209, 426 W. 58th Street
New York 18, New York

Dear Sam:

At last I have got back to the office long enough to get the enclosed typed. It is largely a reworked version of the Washington speech made last spring, which was what you requested. I would have been happier with a completely fresh approach -- perhaps something along the lines of my remarks at Cincinnati last week -- but there simply hasn't been the time to start from scratch.

Anyhow, I hope it will serve.

It was good to see you, though briefly, at the annual conference.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1.

"THE CHANGING SOUTH AND THE SIT-INS"

by: Harold C. Fleming
Southern Regional Council
Atlanta, Georgia

That durable term "the changing South" has become something of a cliche, especially since the Supreme Court's school decision of 1954. Until recently, any intergroup relations worker with any claim to a Southern exposure could be expected to produce a ready-made speech or article on this subject at a moment's notice. Now, however, the canned presentation won't do. Since February 1, 1960, and the advent of the student protest movement, "the changing South" has taken on profound new meanings, and fresh insights and interpretations are required. For the South has reached a psychological turning-point as important as the legal turning-point of 1954.

To understand this, we first need to consider how civil rights progress is made in the South. It results from a complicated interplay of forces: a variety of pressures from inside and outside the region, and the response of the powers-that-be to those pressures. This complex process can't be reduced to a formula. But if it could, we know what some of the main factors in the equation would be.

One factor is what might be called the national will. Negroes are, after all, a minority in the South, as in the country as a whole. The rapidity and the extent of their advance toward equal rights depend on the support they get from

the federal government and other national institutions. This support is increasing at an accelerating rate. Since 1957 Congress has passed the first two Civil Rights Acts since Reconstruction; the platforms of both major parties this year contained stronger civil rights planks than in living memory; and the new administration is pledged to vigorous action against discrimination.

Yet, from a Southern vantage point, there is still cause for concern about the depth of the national commitment in this field. As one follows the Congressional maneuvers, reads some of the statements made by influential Americans, views the performance of national business, religious, and other institutions, there are grounds aplenty for uneasiness. When, for example, the Congress of the United States refuses to endorse the Supreme Court's school decision, resistance to the decision gets a new lease on life. To the extent that Southerners can find evidence that the rest of the nation (or the "North") is hypocritical in its allegiance to civil rights, to that extent they can more easily deny the inevitability and rightness of integration.

A second factor in our hypothetical equation is the readiness of white leadership in the South to come to terms with the new aspirations of Negroes and the mandates they have won in the courts and the marketplace. In this respect, the solid South falls abruptly apart. As the school desegregation issue has demonstrated, the enthusiasm for another Pickett's

charge is by no means universal in the former Confederate states. To be sure, there never has been much power behind voluntary change in the South. What differentiates one part of the region from another is a quality of reasonableness, a willingness to make some concessions to the inevitable, and an unwillingness to cut off the nose to spite the face. These are not heroic virtues, but to anyone concerned about civil rights in the South, they are important ones. And fortunately they are spreading. The severest challenge of the die-hard segregationists is not coming exclusively from Negroes and the Federal government; it is also coming from fellow whites who want to keep the public school system and the business economy intact.

Finally, and most importantly, there is the determination of Negroes themselves to achieve equal rights. This is the indispensable factor -- or, to change the analogy, the steam in the boiler, without which the engine won't move. And the steam is building up. The sit-in protests are the most dramatic evidence yet that Negro Southerners are no longer willing to play the part of contented subordinates, the role in which they were cast for so long by the white South.

True, it is the young people who have been doing most of the demonstrating, but they have widespread support among their elders. The demonstrations have fired the imagination of the Negro group, young and old, and there is no sign that the movement

will fizzle out as so many complacent people assumed at the beginning. Rather, it is broadening its range of both objective and techniques.

The most important effect of the "sit-ins" may not be the number of lunch-counters or other facilities desegregated -- although the total is impressive -- but the communication they establish across racial lines. Southern whites cling tenaciously to the myth of the "happy Negro," who not only acquiesces in segregation, but finds a positive joy in it. All of the events that have transpired since May 1954 have not yet dispelled this wistful image. It is not hard to understand why. At some level of consciousness, even the most prejudiced person knows that segregation is an impossibility if Negroes en masse refuse to play the game.

Whenever and wherever a majority of the segregated gropp begin simply to refuse to play by the old rules, the only way segregation can be maintained is through continuous and ruthless coercion - in effect, through a police state. In our kind of society -- particularly the modern, urban South -- this is not a tolerable prospect. For it would mean sacrificing everything else the society is striving for -- industry, prosperity, law and order, and social progress on every other front.

Thr trouble is, however, that the response of most white Southern leadership is lagging far behind the realities of the situation. Not all the reactions have been negative. Some white students and adults, some newspapers, some religious leaders,

some public officials, and some merchants have accepted the legitimacy of the goals, if not always the methods, of the protest. Some cities have risen to the occasion with a truly community-wide decision to open lunch counters to all patrons, and others are trembling on the brink of democratic countermanship. But such instances are more than matched by the sullen immobility or harsh repressive measures with which many communities have met the demonstrations. Even the communities that have made progress have hardly realized and accepted the breadth and speed of change now required.

In short, the steam of protest is steadily building up in the boiler, but there is not yet a commensurate opening of the safety valves of adjustment.

I am not predicting a major racial explosion in the South as a whole. Hopefully, there are now enough escape valves -- in the form of the courts and a somewhat more realistic climate of opinion in the South -- to prevent any region-wide eruption of violence. In fact, the dismal portents in the South today are probably better balanced by hopeful ones than ever before. But it is not our business to comfort ourselves by dwelling on the bright side of intergroup relations. And it is a sober fact, I believe, that if we continue on the present course, much of the South is in for a further era of bad feeling.

The relevant question, of course, is: How can a general upsurge of interracial hostility and tension be averted? More specifically, what can human relations agencies do to substitute orderly processes of change for a destructive war of attrition?

It is beyond my allotted space -- to say nothing of competence -- to give a detailed answer. But I will venture a few brief suggestions.

Obviously, there cannot be too much sound and persuasive interpretation of the deeper meanings of the protest movement. The great danger is that white leadership will underestimate the depth and seriousness of the Negroes' discontent and determination. Whatever we can do to dispel the usual miasma of myths and clarify the realities as we see them, should be done through the press and other media, through our own publications and speakers, through face-to-face consultation with leaders of our states and communities.

The current situation presents unlimited opportunity for the community relations specialist. In dozens of cities in the South, the push-and-pull of the decision-making process is going on in the face of, or in the wake of, demonstrations. No doubt in some of these places even a small-scale push by persons of professional competence in intergroup relations could tip the balance favorably.

There is a premium on the techniques of negotiation in many areas. With all due tribute to the students for their dignity and courage, few if any of them have had any experience in the give-and-take of bargaining. And few merchants or public officials know how to deal with Negroes, particularly Negro youngsters, as equals at the conference table. Intergroup

agencies have a special obligation to help bridge this gap.

Nothing is more crucial in the protest situation than the performance of the police. Harsh, punitive law enforcement can almost be guaranteed to convert an economic tug-of-war between two elements of the citizenry into an ugly racial crisis. Where there is bad faith on the part of the police, this is no doubt inevitable. But in many places poor judgment and ineptness rather than evil intentions lead to police mistakes. Here, intergroup relations agencies and the community leaders who work with them can make a decisive difference.

We need to make the best possible use of successful precedents. There are now a good many Southern cities that have rallied enough business, religious, and political leadership to desegregate lunch counters and, here and there, other public accommodations. We need to study these processes of decision -- as well as those that have failed -- and interpret them to the communities where well intentioned efforts are possible or in progress. Equally important, we need to help get these successful precedents perceived and understood in the public forum, south and north. The morale-boosting effect may do as much as their informational value to point the way for uncertain and faint-hearted community leaders.

Finally, there is the general responsibility not only to prod but to assist the forces of government in this area. The new national administration presumably will need all the

constructive advice and help it can get in implementing constitutional guarantees. This is a test of the competence of every agency concerned about discrimination. Having lamented loudly the shortcomings of the Federal establishment, what workable recommendations and what practical support are we now prepared to offer?

NAIRO holds as a basic tenet that intergroup relations work is, or ought to be, a profession, not merely a sentimental journey into the realm of brotherhood. If it hasn't already passed, the time is surely here when we must deliver on this optimistic promise. In the South today -- and in other areas as well, of course -- we are no longer limited to the role of neglected prophets or voices in the wilderness. The South is full of people in decision-making positions who are beginning to want what we claim to offer -- if not out of moral commitment, at least out of the pinch of practical necessity. There will never be a better time to show what we can do in a seller's market.

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REPLY TO: Room 1530
55 West 42nd St.
New York 36, N.Y.

November 28, 1960

Mr. Harold C. Fleming, Exec. Dir.
Southern Regional Council
Five Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Harold:

Many thanks for the article, which will serve admirably. I've already sent it off to the printer.

Weren't your remarks at Cincinnati recorded on tape? If so, you may find it possible to work over the transcript to make a further article. I would welcome it.

Cordially yours,

Sam

SAMUEL SPIEGLER
Editor, Journal of
Intergroup Relations

SS:ER

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

30 December 1960

TO: NAIRO BOARD OF DIRECTORS
COMMISSION, DEPARTMENT & COMMITTEE CHAIRMEN

FROM: George W. Culberson, President

SUBJECT: Board Meeting: January 13-14, 1961

NAIRO's Board of Directors will hold its quarterly meeting on Friday and Saturday, January 13th and 14th, in New York City. We will meet in the offices of the National Community Relations Advisory Council, Room 1530, 55 West 42nd Street.

Please note that we are experimenting with a shift from our traditional time schedule: we will meet at 4 P.M. on Friday, convene again after dinner, and meet on Saturday until 3 P.M.

This change was suggested by several members reluctant or unable to give up a full working day; its success will depend on your willingness to remain until mid-afternoon on Saturday.

We will have a full agenda of important items of business. A copy will be mailed to you early next month.

* * *

I am happy to report that the McGregor Fund of Detroit has awarded us one more $5,000 grant (1961). This is the Fund's fourth such grant to us for operating expenses, and we are warned that it will be the last.

* * *

Those on the Resources and Planning Committee are reminded that it will meet at 1 P.M. on Friday, January 13th, in the NCRAC offices - immediately preceding the Board meeting.

fib
REPLY CARD

Air Mail

January 11, 1961

Mr. George W. Culberson
President
N. A. I. R. O.
Room 209, 426 West 58th Street
New York 19, New York

Dear George:

Since I am not going to be able to make the NAIRO meeting this weekend, this is to answer your letter of December 28 without further delay.

I am complimented, of course, that you and the Board members want me to be responsible for drafting this year's statement of concern. I have given the matter a good deal of thought and had an opportunity to discuss it with Fred Routh when he was here over the New Year weekend.

It is a stimulating assignment, and I would like to do justice to it. It is only fair to point out, however, that my own work and knowledge, such as it is, are focused on the South. Therefore, any statement I produce, even with the help of other Board members, is likely to be disproportionately directed toward problems of intergroup relations.

If you are willing to accept this limitation, I shall be glad to accept the appointment.

My very best regards.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

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December 28, 1960

Mr. Harold C. Fleming
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

You have been relieved of one NAIRO assignment only to be handed another. I presented your name to the Board on November 18 as Chairman of the Resolutions Committee and it was approved with enthusiasm. The Civil Rights Commission, which you had for a part of last year, has not yet been filled but we think you can be of greater service in this spot. I sincerely hope you will find it possible to accept.

The function of the "committee" is to develop a draft statement of concern. In 1958, when we first began the tradition, it was said that "the statement of concern is seen as a more appropriate alternative to specific topical resolutions; it is hoped that its early submission to the membership will encourage its consideration by local NAIRO groups (now Chapters) in advance of the Annual Meeting."

Two pertinent observations are that it has never been a committee and only once was a draft sent out in advance and this not in time for group discussion. Both original ideas are sound--can we make it work? There has been considerable criticism during the last two years about the amount of time taken at the Annual Conference for discussion of the statement and the impossibility of making basic changes at that time. The length of the document has also made it practically useless for any purpose except study. There has always been a feeling that some pronouncement should come from the Conference that would have meaning and be of interest to the general public. In this we have failed.

All of the above is intended to challenge you rather than discourage you from undertaking this task. If we could just devise a method of putting together and getting out a timely "state of the nation in intergroup relations" I am convinced that we would make a real contribution to the country--all of it. The Board meets on January 13-14 in New York City. I hope you can be there and if not that you will write to me before that date.

Sincerely,

George

George W. Culberson,
President

GWC:lc

February 27, 1961

Mr. George W. Culberson
Executive Director
Commission on Human Relations
518 City-County Building
Pittsburgh 19, Pennsylvania

Dear George:

This is to give you my affirmative vote on the questions raised in your memoranda of February 20 and 22. I think the task force idea is an excellent one and, of course, I will be glad to contribute whatever I can to it. I am not certain at this moment whether I can make the Washington meeting, but I will do it if at all possible.

I would like to advance one suggestion. I notice that I am the only Southerner in the group (excluding such emeritus figures as Fred Routh and Alex Miller). If it is not too late to consider enlarging the committee, I strongly urge that at least one other Southern member be added. There are obvious candidates -- John Hope, Herman Long, Paul Rilling, among them.

I will look forward to further instructions from you on this very timely project.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

Room 209, 426 West 58th Street, New York 19, New York

To: Lloyd Davis, Fred Routh, Harold Fleming, George Nesbitt, Booker McGraw, Alex Miller, Robert Greene, John Lassoe, David Danzig, Will Maslow, Reginald Johnson, John Morsell, John Feild, Arnold Aronson, Ed Rutledge, John Yoshino

From: George W. Culberson, President
Date: February 22, 1961
Subject: NAIRO TASK FORCE: Intergroup Relations and the Federal Government

I am asking each of you to accept appointment to membership on a special Task Force to prepare recommendations on the scope and function of an intergroup relations bureau in the Federal Government and related matters. Acceptance will entail preliminary home work for all, special work assignments for some, and a final two-day work session for all who can make it to Washington on March 25 and 26, 1961.

The need for NAIRO to make such proposals, the method by which it could be accomplished, and the timing, has been the subject of correspondence and telephone consultations between Lloyd Davis, John Lassoe, Fred Routh, Bob Greene, John Feild and myself for the last two weeks. Time is of the essence, as is due deliberation by a sufficiently large and knowledgeable cross-section of our membership. The weekend dates, following the annual conference of the National Civil Liberties Clearing House seemed to provide the best and most suitable time for the face-to-face phase of the work to be done.

In assuming the chairmanship of the Task Force, I am asking Bob Greene, as chairman of the Washington Chapter and also chairman of the Department of Federal Services, to serve as Executive Secretary for the Task Force. He has already arranged for use of the Michigan Room in the Statler-Hilton Hotel from 9 to 5 on these two days and those who do not have private housing should consider staying in this hotel. The preliminary work assignments mentioned above are being outlined now by those mentioned in paragraph two, under the leadership of John Lassoe.

The Washington Chapter of NAIRO, in cooperation with the Department of Federal Services, has had a Study Group at work and have completed an inventory of "Intergroup Relations in the Federal Government as of the end of 1960." This will be made available to each of you who find it possible to accept appointment on the Task Force. This, and your assignment, await your favorable reply.

PRESIDENT
GEORGE W. CULBERSON
Commission on Human Relations
Pittsburgh, Pennsylvania

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Urban Renewal Administration
Chicago, Illinois

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Commission on Intergroup Relations
New York, New York
MALCOLM B. HIGGINS
State Board Against Discrimination
Olympia, Washington
ARTHUR JOHNSON
N.A.A.C.P.
Detroit, Michigan
*K. C. JONES, JR.
Community Relations Board
Cleveland, Ohio
**THEODORE LESKES
American Jewish Committee
New York, New York
FRANCES LEVENSON
National Committee Against Discrimination in Housing
New York, New York
*WADE MACKIE
American Friends Service Committee
Baton Rouge, Louisiana
MILDRED MAHONEY
Massachusetts Commission Against Discrimination
Boston, Massachusetts
JOHN MORSELL
N.A.A.C.P.
New York, New York
*EMANUEL MURAVCHIK
Jewish Labor Committee
New York, New York
ALAN REITMAN
American Civil Liberties Union
New York, New York
*PAUL RILLING
Southern Regional Council
Atlanta, Georgia
FREDERICK B. ROUTH
Fair Employment Practices Commission
Detroit, Michigan
*DAVID A. SAWYER
Commissioners' Council on Human Relations
Washington, D.C.
JOHN Y. YOSHINO
President's Committee on Government Contracts
Washington, D.C.
*NAIRO Regional Chairmen
**Legal Counsel

EXECUTIVE SECRETARY
JOHN V. P. LASSOE, JR.

OFFICE SECRETARY
FRANKYE INEZ BROWN

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

20 February 1961

To: All members of the Board
From: George W. Culberson, President
Subject: NAIRO Task Force: The U.S. Government and Intergroup Relations

I am asking permission of the Board to appoint a special NAIRO Task Force to consider the role of the U.S. Government in Intergroup Relations and make recommendations on the needed services throughout the Federal establishment.

Beginning with the January Board meeting there has been a growing feeling among several of our Board members and others that NAIRO has a responsibility, and should accept it, for pooling our experience and setting forth a statement with recommendations to the new administration. Lloyd Davis, Fred Routh, John Feild, John Lassoe, Robert Greene and I have exchanged correspondence and held lengthy telephone conversations on the subject. In addition, the Washington Chapter and the Department of Federal Services have had a Study Group come up with an inventory of Intergroup Services in the Federal Government, as of the end of 1960. There is unanimous opinion on the part of those mentioned and many others on the Washington scene that some action of this nature is needed and that NAIRO is the proper organization to present such proposals.

Time is of the essence. The task force would have no more than 45 days from this date to complete its work. I shall therefore anticipate your favorable reaction and ask seventeen persons to serve. The task force members will be assigned specific areas for advance preparation and then come together for two days of work, March 25 and 26, 1961, in Washington, immediately following the annual conference of the National Civil Liberties Clearing House. I shall ask the following to serve with me on this committee:

Lloyd Davis	Booker McGraw	John Feild
Fred Routh	Robert Greene	Alex Miller
Harold Fleming	John Lassoe	John Morsell
Arnold Aronson	David Danzig	John Yoshino
Ed Rutledge	Will Maslow	George Culberson
George Nesbitt	Reginald Johnson	

I am asking you to give this group the power to act in the name of NAIRO.

Will you vote on the enclosed card and return immediately?

fib

SOUTHERN REGIONAL COUNCIL
5 Forsyth Street, NW
Atlanta 3, Georgia

MEMORANDUM March 17, 1961

TO: Robert Greene

FROM: Harold C. Fleming

RE: NAIRO TASK FORCE.

Having been out of town for the past week, I was past the deadline of March 15 before I saw George Culberson's memorandum. This is no doubt of minor importance, since much of my thinking on the questions propounded was incorporated in the Southern Regional Council's report The Federal Executive and Civil Rights.

All I will attempt here, therefore, are a few random and obvious points about intergroup relations specialists and services.

(1) The Executive Branch should draw on intergroup relations skills for both the internal and external functions of the major Federal agencies. Internally, training programs should be carried on, especially in the field of personnel recruitment and practices involving minority groups. Externally, experienced IROs can contribute to effective techniques for reducing discrimination in all situations which are influenced by Federal funds or services.

(2) Criteria for the selection of intergroup relations personnel should, it seems to me, be heavily weighted on the side of experience. The private anti-discrimination agencies should serve as the training ground for IROs who enter Federal service, and these should be professionals of established and demonstrated competence. I see little virtue in recruiting persons, however impressive their academic or other qualifications, if they have not actually had working experience in the field.

(3) Full-time IROs are not the sole answer to the Federal Government's needs. Many situations will be better served by consultants from non-Federal agencies. More skill can be brought to bear more quickly through the generous use of such consultants, and they will have more independence than full-time Federal employees.

(4) Feed-back within the various Federal agencies is poor. Administrators at the top have no systematic way of evaluating intergroup relations practices down the line. This is partly a problem of motivation, but also partly a problem of indifference and bureaucratic habit. There is no agency that would not benefit from an informed examination of this aspect of its internal reporting and communications.

(5) The needs of the agencies that are specifically charged with civil rights responsibilities -- the Civil Rights Commission, Civil Rights Division of the Department of Justice, the new Committee on Employment, and so on -- are obvious. But what about the Office of Education, the Civil Service Commission, the hospital and welfare programs of HEW, and others that have major civil rights byproducts? (The Housing agencies currently present less of a problem in this respect.) In many ways, these agencies influence intergroup relations far more profoundly than the civil rights agencies, yet professional attention to this aspect of their programs is virtually non-existent.

(6) Through the various exchange programs, the Federal Government is bringing thousands of foreign visitors into the country yearly, many of them from sensitive non-white nations. The briefing, scheduling, and hosting of these visitors is too often perfunctory and haphazard. At stake is the reputation of the United States in decisive areas of the world. Intergroup relations specialists have an obvious role to play in shaping conscious, carefully planned approaches to the servicing of foreign visitors. A similar need exists in the foreign service, the USIA, and other programs which interpret America abroad.

(7) Research is needed in a variety of areas -- notably on the question of devising better ways to measure the potential (as contrasted with achievement) of minority-group applicants for Federal positions. Without favoring incompetence, the Federal agencies need to give disadvantaged minorities a chance to "catch up," which means allowing for differences created by the psychological environment. Many Negroes, for example, have not had a chance in private employment to demonstrate the full potential of which they are capable; given fuller opportunity and incentive to advance in Federal service, their achievement might be expected to rise rapidly. The problem is to measure this potential as a factor to be considered along with the conventional criteria of academic and employment records, civil service examinations, etc.

-14-

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. Irving Goldaber
Assistant Director
New York City Commission
on Intergroup Relations
150 Nassau Street
New York 38, New York

Dear Irv:

Each year NAIRO's President names Regional Chairmen to advance our program in each of the country's various geographic areas (and, incidentally, to serve as ex officio members of the Board of Directors). I am writing at this time to ask you to serve in that capacity in the Northeast Region, covering the states of Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey and Pennsylvania. I do hope that I can prevail upon you to accept this responsibility.

The Board of Directors sees the Regional Chairman as the link between the local NAIRO groups and the Board of Directors, and the local groups' reports and the Board's decisions should flow through him. The Regional Chairman also recommends local membership representatives in his region but, once these have been coopted by the Membership Chairman, they relate directly to the Membership Committee (not through the Regional Chairman, as in previous years). The duties of the Regional Chairman thus relate primarily to program, rather than to membership recruitment.

In addition to stimulating and working with local NAIRO groups, the Regional Chairmen are asked in 1959 to organize or foster regional conferences in their respective areas. These conferences are seen as regional gatherings of our members (and other intergroup relations workers) around topics of common concern: substantive matters suggested by the NAIRO Commissions, professional questions stemming from the Board or NAIRO Committees, even items referred by the Annual Conference. A list of these - by no means binding or exhaustive - will be sent to you by the National Office; local NAIRO groups in your region may well have additional suggestions.

In setting up any such regional NAIRO meeting, you will have my full cooperation and that of your fellow Board members; you may also count on all the help that the National Office can provide, and, wherever possible, John Lassoe will make a point of attending each of these conferences. You do have at your disposal a modest regional allowance of $100, even more under special circumstances, to help cover initial outlay (postage, announcements, meeting space, etc.) -- although conference registration fees collected from non-NAIRO members and other contributions should help defray some of the costs. It is, incidentally, the Board's feeling that NAIRO members should not be asked to pay registration fees for these regional meetings.

All of this can be discussed in greater detail when you are ready to plan such a meeting. In the meantime, I hope that you will give special attention to the needs of existing local groups in your area -- and to the possibility of encouraging new ones. Please do not hesitate to communicate as frequently as you wish and need with me or with John Lassoe. Shortly after the first of the year, he will be sending you a list of members in your region, a supply of stationery, and other NAIRO material to aid you in your regional activities.

I hope very much that you will accept this invitation to serve NAIRO in yet another capacity. We hope that the regional chairmanships (now eight in number) will this year reach full development, providing a better channel between regional and national NAIRO and fostering greater activity on the local scene -- to the special benefit, I might add, of those members who find it impossible to attend our national meetings. Your active service is our best hope of accomplishing this in your region, and I look forward to working with you this year.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V. P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. A. Abbot Rosen
Midwest Direcotr
Anti-Defamation League of B'nai B'rith
343 South Dearborn
Chicago 16, Illinois

Dear Ab:

Each year NAIRO's President names Regional Chairmen to advance our program in each of the country's various geographic areas (and, incidentally, to serve as ex officio members of the Board of Directors). I am writing at this time to ask you to serve in that capacity in the Great Lakes Region, covering the states of Wisconsin, Illinois, Indiana, Ohio and Michigan. I do hope that I can prevail upon you to accept this responsibility.

The Board of Directors sees the Regional Chairman as the link between the local NAIRO groups and the Board of Directors, and the local groups' reports and the Board's decisions should flow through him. The Regional Chairman also recommends local membership representatives in his region but, once these have been coopted by the Membership Chairman, they relate directly to the Membership Committee (not through the Regional Chairman, as in previous years). The duties of the Regional Chairman thus relate primarily to program, rather than to membership recruitment.

In addition to stimulating and working with local NAIRO groups, the Regional Chairmen are asked in 1959 to organize or foster regional conferences in their respective areas. These conferences are seen as regional gatherings of our members (and other intergroup relations workers) around topics of common concern: substantive matters suggested by the NAIRO Commissions, professional questions stemming from the Board or NAIRO Committees, even items referred by the Annual Conference. A list of these - by no means binding or exhaustive - will be sent to you by the National Office; local NAIRO groups in your region may well have additional suggestions.

In setting up any such regional NAIRO meeting, you will have my full cooperation and that of your fellow Board members; you may also count on all the help that the National Office can provide, and, wherever possible, John Lassoe will make a point of attending each of these conferences. You do have at your disposal a modest regional allowance of $100, even more under special circumstances, to help cover initial outlay (postage, announcements, meeting space, etc.) -- conference registration fees collected from non-NAIRO members and other contributions should help defray some of the costs. It is, incidentally, the Board's feeling that NAIRO members should not be asked to pay registration fees for these regional meetings.

All of this can be discussed in greater detail when you are ready to plan such a meeting. In the meantime, I hope that you will give special attention to the needs of existing local groups in your area -- and to the possibility of encouraging new ones. Please do not hesitate to communicate as frequently as you wish and need with me or with John Lassoe. Shortly after the first of the year, he will be sending you a list of members in your region, a supply of stationery, and other NAIRO material to aid you in your regional activities.

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Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. John Y. Yoshino
The President's Committee
on Government Contracts
3820 General Accounting Office
Washington 25, D. C.

Dear John:

Each year NAIRO's President names Regional Chairmen to advance our program in each of the country's various geographic areas (and, incidentally, to serve as ex officio members of the Board of Directors). I am writing at this time to ask you to serve in that capacity in the Middle South Region, covering the states of Delaware, Maryland, Washington, D.C., West Virginia, Virginia Kentucky and Tennessee. I do hope that I can prevail upon you to accept this responsibility.

The Board of Directors sees the Regional Chairman as the link between the local NAIRO groups and the Board of Directors, and the local groups' reports and the Board's decisions should flow through him. The Regional Chairman also recommends local membership representatives in his region but, once these have been coopted by the Membership Chairman, they relate directly to the Membership Committee (not through the Regional Chairman, as in previous years). The duties of the Regional Chairman thus relate primarily to program, rather than to membership recruitment.

In addition to stimulating and working with local NAIRO groups, the Regional Chairmen are asked in 1959 to organize or foster regional conferences in their respective areas. These conferences are seen as regional gatherings of our members (and other intergroup relations workers) around topics of common concern: substantive matters suggested by the NAIRO Commissions, professional questions stemming from the Board or NAIRO Committees, even items referred by the Annual Conference. A list of these - by no means binding or exhaustive - will be sent you by the National Office; local NAIRO groups in your region may well have additional suggestions.

In setting up any such regional NAIRO meeting, you will have my full cooperation and that of your fellow Board members; you may also count on all the help that the National Office can provide, and, wherever possible, John Lassoe will make a point of attending each of these conferences. You do have at your disposal a modest regional allowance of $100, even more under special circumstances, to help cover initial outlay (postage, announcements, meeting space, etc.) -- although conference registration fees collected from non-NAIRO members and other contributions should help defray some of the costs. It is, incidentally, the Board's feeling that NAIRO members should not be asked to pay registration fees for these regional meetings.

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Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. Louis H. Ervin
Executive Director
Minneapolis FEPC
1224 Metropolitan Building
Minneapolis, Minnesota

Dear Lou:

Each year NAIRO's President names Regional Chairmen to advance our program in each of the country's various geographic areas (and, incidentally, to serve as ex officio members of the Board of Directors). I am writing at this time to ask you to serve in that capacity in the North Central Region, covering the states of Iowa, Missouri, Kansas, Nebraska, North Dakota, South Dakota and Minnesota. I do hope that I can prevail upon you to accept this responsibility.

The Board of Directors sees the Regional Chairman as the link between the local NAIRO groups and the Board of Directors, and the local groups' reports and the Board's decisions should flow through him. The Regional Chairman also recommends local membership representatives in his region but, once these have been coopted by the Membership Chairman, they relate directly to the Membership Committee (not through the Regional Chairman, as in previous years). The duties of the Regional Chairman thus relate primarily to program, rather than to membership recruitment.

In addition to stimulating and working with local NAIRO groups, the Regional Chairmen are asked in 1959 to organize or foster regional conferences in their respective areas. These conferences are seen as regional gatherings of our members (and other intergroup relations workers) around topics of common concern: substantive matters suggested by the NAIRO Commissions, professional questions stemming from the Board or NAIRO Committees, even items referred by the Annual Conference. A list of these - by no means binding or exhaustive - will be sent to you by the National Office; local NAIRO groups in your region may well have additional suggestions.

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Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. Wade Mackie
Director, Merit Employment
American Friends Service Committee
1608 Government
Baton Rouge, Louisiana

Dear Wade:

Each year NAIRO's President names Regional Chairmen to advance our program in each of the country's various geographic areas (and, incidentally, to serve as ex officio members of the Board of Directors). I am writing at this time to ask you to serve in that capacity in the South Central Region, covering the states of Texas, Oklahoma, Arkansas and Louisiana. I do hope that I can prevail upon you to accept this responsibility.

The Board of Directors sees the Regional Chairman as the link between the local NAIRO groups and the Board of Directors, and the local groups' reports and the Board's decisions should flow through him. The Regional Chairman also recommends local membership representatives in his region but, once these have been coopted by the Membership Chairman, they relate directly to the Membership Committee (not through the Regional Chairman, as in previous years). The duties of the Regional Chairman thus relate primarily to program, rather than to membership recruitment.

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Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V. P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Miss Louise P. Blackham
Executive Secretary
Civic Unity Committee
1319 Second Avenue
Seattle 1, Washington

Dear Louise:

Each year NAIRO's President names Regional Chairmen to advance our program in each of the country's various geographic areas (and, incidentally, to serve as ex officio members of the Board of Directors). I am writing at this time to ask you to serve in that capacity in the Northwest Region, covering the states of Washington, Oregon, Idaho, Montana and Wyoming. I do hope that I can prevail upon you to accept this responsibility.

The Board of Directors sees the Regional Chairman as the link between the local NAIRO groups and the Board of Directors, and the local groups' reports and the Board's decisions should flow through him. The Regional Chairman also recommends local membership representatives in his region but, once these have been coopted by the Membership Chairman, they relate directly to the Membership Committee (not through the Regional Chairman, as in previous years). The duties of the Regional Chairman thus relate primarily to program, rather than to membership recruitment.

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Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. Milton A. Senn
Pacific Southwest Office
Anti-Defamation League of B'nai B'rith
590 North Vermont Avenue - Suite 217
Los Angeles 4, California

Dear Milt:

It was a pleasure to talk to you in California recently, and to ask you to serve as Regional Chairman of the Southwest area for NAIRO for the coming year. Incidentally, this will make you an ex officio member of the Board. The states that will be covered are California, Arizona, New Mexico, Colorado, Nevada and Utah.

The Board of Directors sees the Regional Chairman as the link between the local NAIRO groups and the Board of Directors, and the local groups' reports and the Board's decisions should flow through him. The Regional Chairman also recommends local membership representatives in his region but, once these have been coopted by the Membership Chairman, they relate directly to the Membership Committee (not through the Regional Chairman, as in previous years). The duties of the Regional Chairman thus relate primarily to program, rather than to membership recruitment.

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Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh ✓
John V. P. Lassoe, Jr. ✓

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. Elmer P. Brock
National Conference of Christians
and Jews
1011 Washington
Wilmington, Delaware

Dear Elmo:

We are now in the process of organizing the various Commissions, Departments, and Committees of NAIRO for the year 1959, and I write with the earnest hope that I can prevail upon you to accept the chairmanship of the Department of Local Private. I do hope that you will be willing to serve NAIRO and the field of intergroup relations in this capacity, since I am especially anxious to have you head that Department and to continue the good work of your predecessors.

The function of the Department, with which you are already familiar, can be re-stated simply: to provide a forum for the exchange of information and ideas among professionals working in the same type of agency -- in this case, local private services. It is our feeling that the Departments' constant focus should be on methods and techniques, and operational questions, leaving substantive and conceptual matters to the respective Commissions. In terms of continuing activity, we hope that each Department will be able to issue a modest newsletter for its members and that each Department will take primary responsibility for planning its session at the Annual Conference. Over and above those specific assignments, we would leave additional program to your discretion and imagination.

Your membership is pre-determined: every member of NAIRO is assigned automatically to a Department according to the type of agency in which he works. These names will be sent to you by the

NAIRO office; you may then want to organize a small steering committee, using those members in your own area and/or selected other members contacted by mail. In this, you are free to follow your own thinking; you might also want to get suggestions from your immediate predecessor, Lloyd Davis.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. Howard W. McKinney
Community Relations Commission
806 Commerce Building
Erie, Pennsylvania

Dear Howard:

We are now in the process of organizing the various Commissions, Departments, and Committees of NAIRO for the year 1959, and I write with the earnest hope that I can prevail upon you to accept the chairmanship of the Department of Local Public. I do hope that you will be willing to serve NAIRO and the field of intergroup relations in this capacity, since I am especially anxious to have you head that Department and to continue the good work of your predecessors.

The function of the Department, with which you are already familiar, can be re-stated simply: to provide a forum for the exchange of information and ideas among professionals working in the same type of agency -- in this case, local public services. It is our feeling that the Departments' constant focus should be on methods and techniques, and operational questions, leaving substantive and conceptual matters to the respective Commissions. In terms of continuing activity, we hope that each Department will be able to issue a modest newsletter for its members and that each Department will take primary responsibility for planning its session at the Annual Conference. Over and above those specific assignments, we would leave additional program to your discretion and imagination.

Your membership is pre-determined: every member of NAIRO is assigned automatically to a Department according to the type of agency in which he works. These names will be sent to you by the

NAIRO office; you may then want to organize a small steering committee, using those members in your own area and/or selected other members contacted by mail. In this, you are free to follow your own thinking; you might also want to get suggestions from your immediate predecessor, Burton Gordin.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. Jack Isselhardt
Executive Secretary
Kansas Anti-Discrimination Commission
State Office Building
Topeka, Kansas

Dear Jack:

We are now in the process of organizing the various Commissions, Departments, and Committees of NAIRO for the year 1959, and I write with the earnest hope that I can prevail upon you to accept the chairmanship of the Department of State Public. I do hope that you will be willing to serve NAIRO and the field of intergroup relations in this capacity, since I am especially anxious to have you head that Department and to continue the good work of your predecessors.

The function of the Department, with which you are already familiar, can be re-stated simply: to provide a forum for the exchange of information and ideas among professionals working in the same type of agency -- in this case, state public services. It is our feeling that the Departments' constant focus should be on methods and techniques, and operational questions, leaving substantive and conceptual matters to the respective Commissions. In terms of continuing activity, we hope that each Department will be able to issue a modest newsletter for its members and that each Department will take primary responsibility for planning its session at the Annual Conference. Over and above those specific assignments, we would leave additional program to your discretion and imagination.

Your membership is pre-determined: every member of NAIRO is assigned automatically to a Department according to the type of agency in which he works. These names will be sent to you by the

NAIRO office; you may then want to organize a small steering committee, using those members in your own area and/or selected other members contacted by mail. In this, you are free to follow your own thinking; you might also want to get suggestions from your immediate predecessor, Rebecca Barton.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 30, 1958

Mr. Joseph B. Robison
American Jewish Congress
15 East 84 Street
New York 28, New York

Dear Joe:

We are now in the process of organizing the various Commissions, Departments, and Committees of NAIRO for the year 1959, and I write with the earnest hope that I can prevail upon you to accept the chairmanship of the Department of National Private. I do hope that you will be willing to serve NAIRO and the field of intergroup relations in this capacity, since I am especially anxious to have you head that Department and to continue the good work of your predecessors.

The function of the Department, with which you are already familiar, can be re-stated simply: to provide a forum for the exchange of information and ideas among professionals working in the same type of agency -- in this case, national private services. It is our feeling that the Departments' constant focus should be on methods and techniques, and operational questions, leaving substantive and conceptual matters to the respective Commissions. In terms of continuing activity, we hope that each Department will be albe to issue a modest newsletter for its members and that each Department will take primary responsibility for planning its session at the Annual Conference. Over and above those specific assignments, we would leave additional program to your discretion and imagination.

Your membership is pre-determined; every member of NAIRO is assigned automatically to a Department according to the type of agency in which he works. These names will be sent to you by the

NAIRO office; you may then want to organize a small steering committee, using those members in your own area and/or selected other members contacted by mail. In this, you are free to follow your own thinking; you might also want to get suggestions from your immediate predecessor, William Shannon.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 31, 1958

Mr. Joseph Monserrat
Migration Division
Puerto Rico Labor Department
88 Columbus Avenue
New York 23, New York

Dear Joe:

I am very pleased that you have agreed to serve as chairman of the 1959 Conference Committee; I hardly need add that all of us are looking forward to meeting in San Juan next October. After our conversations, I talked at length with Lloyd Davis, who will chair the Conference Program Committee, and I am convinced that your two committees will be able to coordinate their respective plans without difficulty.

Your Committee is of course responsible for all physical arrangements, Conference registration, Conference publicity, local hospitality, and all other Conference details not relating directly to program content. In addition, the Conference Committee has traditionally selected the speaker for the Annual Banquet (clearing this choice, of course, with the Conference Program Committee); the Annual Banquet is considered to be NAIRO's major show piece in the local community, and we want the program for it to be such that local leaders will want to attend.

I am asking Lloyd to name you and Tony Vega as members of his committee, and I hope that you will name Lloyd and Tony as members of yours. I think that we can in this way secure maximum coordination between the two bodies.

I do appreciate your willingness to undertake such a major job for NAIRO and I want to assure you of my cooperation throughout the year ahead. Please feel free to coopt any members of NAIRO that you want on your committee and to call on John Lassoe

for any help that he can provide. You may also want to communicate with Lou Mason and Sidney Lawrence, to draw on their experiences managing previous NAIRO Conferences. I know that they would be pleased to help.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 31, 1958

Mr. Lloyd Davis
Executive Director
Catholic Interracial Council
21 West Superior Street
Chicago 10, Illinois

Dear Lloyd:

I am delighted that you have agreed to serve as chairman of the 1959 Conference Program Committee. I think that our past few Conferences have set a very good pattern and I am sure that the meeting next October will be even better. It offers us two new challenges since it is our first four-day meeting and our first outside the mainland. Puerto Rico, of course, offers us many interesting program possibilities.

Your Committee is charged with developing the entire program for that session - schedule, theme, subjects, speakers, discussants, etc. The Conference Arrangements Committee has traditionally had the major voice in the selection of the speaker for the Annual Banquet, subject to the approval of your committee; in addition, I have assured Joseph Monserrat that you would work closely with him this year in developing that vital program. He has obviously a special interest in having our program reflect some of the uniqueness of our meeting site; this is highly desirable but I feel that we must also insure that our program continues to reflect NAIRO's other concerns.

I have asked Joe to name Tony Vega and you as members of his committee; I hope that you will reciprocate by naming Joe and Tony as members of yours. As for the rest of your committee, you will remember that the Board authorized you to select them in consultation with me. Our choices are subject to Board approval at the March meeting, but obviously the committee will have to begin its work before then.

Let me assure you of my cooperation throughout the year. Please feel free to draw whatever help you need from John Lassoe and from previous Conference Program Committee chairmen. All of us will do all within our power to help you in your important task.

Sincerely yours,

Margaret Garrity

Frederick B. Routh
John V. P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 31, 1958

Mr. Marshall Bragdon
Executive Director
Mayor's Friendly Relations Committee
105 City Hall
Cincinnati 2, Ohio

Dear Marsh:

I am delighted that you have agreed to accept chairmanship of the Resolutions Committee and the responsibility for drafting a tentative statement of concern for consideration by the membership. I use the word "committee" very loosely; previous chairmen have seen fit to operate as a committee of one, and you may feel free to follow suit or to coopt others.

I shall ask the Board - at its meeting on March 6-7, 1959 to consider the possibility of securing approval of this statement of concern by mail referendum. As I see it, this would involve the following steps: (1) soliciting suggestions and recommendations from Commission chairmen and other key people in NAIRO, (2) drafting a statement and sending it to the membership for their comments and suggestions, (3) redrafting the statement on the basis of comments received from the membership at large, and (4) submitting the final draft to the membership for approval as our official statement. I would guess that the first draft should go in July and the final draft early in September. This would permit us to issue the statement during or just before the Conference.

Should the Board decide to continue our present practice, fewer steps are involved. You will solicit suggestions or recommendations from the same people and prepare a draft statement for submission to the members at or just before the Conference. The final draft would we worked out in business meetings, as was the case this year. In this event, I assure you that someone else - perhaps Arnie Aronson - would be asked to head the floor discussion, as you requested.

Except for the correspondence, this job is primarily one of thinking and writing. I feel that you are eminently qualified to do both and I reiterate my pleasure at your willingness to serve NAIRO in this capacity. Please be assured of my cooperation during the year ahead.

Have you heard that they call the Pope's electric blanket the "Purple Papal Heater?"

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 31, 1958

Mr. Burton I. Gordin
Commission on Human Relations
800 Commercial Trust Building
Philadelphia 2, Pennsylvania

Dear Burt:

This letter will serve to congratulate you on officially taking over the duties of Treasurer; perhaps it should also include some expression of commiseration. You have taken on a vital but arduous task, and NAIRO owes you a great deal for your willingness to serve in this way. I do hope that you will call on me and on the national office - or indeed on any of your fellow Board members - for such help as we can provide.

As Treasurer, you also become automatically Chairman of NAIRO's Finance Committee, the major task of which is to prepare our budget for the following year (1960). Since this is not considered until the November meeting, the budget responsibility will not press upon you for several months. The Board may from time to time assign other responsibilities to your committee but none are outstanding at this moment. Members of the committee are chosen by you at your discretion; they may or may not be Board members.

Looking over the Board minutes and the budget that we adopted, I see a few financial items that might require additional consideration by a committee, e.g., the decision to cut the Reporter from ten to six issues annually, the decision to publish the Directory of Intergroup Relations Agencies With Paid Staff, and the decision to allow regional chairmen to spend more than their former share ($100) of the money allocated to regional promotion, under special circumstances. On the other hand, these may be matters that you and I can work out in consultation with John Lassoe. I am sending a carbon of this letter to George Culberson for his comments and suggestions.

I don't know anything about the Board decision of raising $100 from Board members of intergroup relations agencies but think it a fine idea. Why don't you write both George and John for their reaction.

I look forward to working with you during the year ahead.

Sincerely yours,

Margaret Garrity

cc: George Culberson
Frederick B. Routh
John V.P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 31, 1958

Mr. George Scherwer
Executive Director
Commission on Human Relations
800 Commercial Trust Building
Philadelphia 2, Pennsylvania

Dear George:

I am delighted that you have consented to serve as chairman of NAIRO's Professional Standards Committee during the coming year; this seems especially appropriate in the light of the discussion of standards and accreditation at the most recent meetings of the Resources and Planning Committee. I feel that the Committee must pull together the strands left by its predecessors and move firmly toward some clearer definition of standards and/or some working proposal for accreditation.

I am aware of the ideas on accreditation expressed by your subcommittee in the Resources and Planning Committee discussions, but I feel that we cannot even ask for the money that would make possible employment of such a staff person until someone has sketched the outlines of an inquiry into standards, some basic working definitions, and the goals of the process - to wit, the purpose and methods of accreditation. I do not want to define your committee's assignment too narrowly because I am confident that you see these needs even more clearly than I do. I merely express my earnest hope that we can move much closer to consensus within our profession during this year, and I do realize what a big task this imposes on you.

You are, of course, free to coopt any NAIRO members that you wish to have on your committee. I assume that your working core will be in Philadelphia, but you may want to have corresponding members - perhaps in subcommittees - elsewhere. Please be assured

of my cooperation throughout the year and please feel free to call on the National Office for any help that it can provide.

I am indeed grateful for your willingness to serve NAIRO in yet another capacity. You have both my personal and official thanks for this.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V. P. Lassoe, Jr.

1021 Bankers Building
108 West Adams Street
Chicago, Illinois

December 31, 1958

Mr. William Karp
Executive Director
Bureau on Jewish Employment Problems
22 West Monroe Street
Chicago 3, Illinois

Dear Bill:

I am very grateful to you for agreeing to undertake a job of such vital importance to NAIRO and its future development. Your chairmanship of the Resources and Planning Committee comes at a critical time in our development when we look to the committee for the short-term plans that will keep us alive and the long-range plans that will permit our fulfillment as a professional association of first rank. After our luncheon talk, I do not think that I need to repeat here the details of the committee's assignment. I will simply reiterate the fact that it has both a short-term and long-term responsibility, the former for projects that will bring financial support in the immediate future and the latter for projects and plans that will permit us to serve our field better in years to come. Fortunately, as I indicated, some members of the Committee are especially interested in one phase, while others would prefer to concentrate on the other. You may decide that one or both should be subcommittee assignments. I leave this to your discretion.

The membership of your committee consists automatically of all past presidents and present officers. In addition, you may coopt any member of NAIRO that you wish, but I do recommend that you delay any such expansion until you have had an opportunity to meet and work with the present members, most of whom have served on the committee since its inception.

I assure you of my cooperation during the year ahead and I urge you to feel free to call on me, John Lassoe or Lou Radelet for any special help that you might want. Again, please accept my thanks for your willingness to serve NAIRO in this capacity.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V. P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 31, 1958

Mr. Theodore Leskes
American Jewish Committee
386 Fourth Avenue
New York 16, New York

Dear Ted:

I am very grateful to you for agreeing to accept the chairmanship of NAIRO's Legal Committee during the coming year and I am especially pleased that we have at last recognized formally your many advisory services to us in the past.

I hope that I may refer to you and your Committee any questions relating to our corporate status, our tax exemption as an educational organization, and the legal propriety of any projects or programs that we might consider in seeking areas of future development. In addition, I hope that you will feel free to offer any suggestions or recommendations that you or your committee might deem appropriate whether or not an advisory opinion has been solicited. Since this is a new committee, we will need your help in developing its function. You are, of course, free to coopt any members of NAIRO that you wish.

Please accept my thanks for agreeing to serve NAIRO in yet another capacity and please be assured of my cooperation during the coming year.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V. P. Lassoe, Jr.

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

December 31, 1958

Mr. Samuel Daniels
Commission on Interracial Problems
719 St. Paul Street
Baltimore 17, Maryland

Dear Sam:

I am very pleased that the Board elected you to serve as our Membership Chairman during the coming year and that you were willing to accept this responsibility. Continued growth of NAIRO's membership is extremely important for our future and, since I learned the latest estimate of 1,400 professionals in our field, I have realized how small our number still is.

I understand that John Lassoe has outlined to you the duties and functions of the Membership Committee and has asked Thelma Babbitt to share with you the benefit of her good service as your predecessor. I will not add to that except to express my own personal hope that your committee may be able to devise ways of recruiting new members in some of the professions allied to in-group relations. I think, for example, of some of the personnel people in industry with whom I have been in contact over the past few years. Many of them are interested in our work, are engaged in intergroup relations in some fashion, and are equipped to offer as much as they gain from continuing association with us. There must be many such people in other cities and other fields, and I hope that we can both reach and recruit them increasingly. Perhaps you will want to name a few members of your committee to concentrate on this phase alone. This is, of course, entirely up to you.

You are free to coopt any NAIRO members that you would like to have on your committee. You will probably want to ask the

regional chairmen for their suggestions of key people around the country but you will undoubtedly want to enlist others as well. I hope that your committee has a fruitful year. It can count on my fullest cooperation. Please do not hesitate to call on me or on John Lassoe for any help that we can provide.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh
John V.P. Lassoe, Jr.

January 8, 1959

Miss Margaret Garrity
N. A. I. R. O.
1021 Bankers Building
105 West Adams Street
New York, New York

Dear Maggie:

Thanks for your letter of December 29. I appreciate your plans to send me carbons of all correspondence that you have this year on NAIRO affairs. It will keep me abreast of what is being done and what is being planned.

As I said at the NAIRO Conference I will be happy to assume the chairmanship of the Commission on Nature, Scope, and Theory for 1959. As I understand it, the chief function of the commission is the preparation of the issue of the Journal dealing with the particular area of interest which each commission has.

Bill Williams or Haskell Lazere are both able guys. Either one would do a creditable job, I believe, as Southeastern Regional Chairman. Another possibility, if he is currently a member of NAIRO, is Seymour Samet with the American Jewish Committee in Miami.

All best regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

152 WEST 42ND STREET — ROOM 1508
NEW YORK 36, NEW YORK
LONGACRE 3-6757

OR REPLY TO: 1021 Bankers Building
105 West Adams Street

PRESIDENT
ARNOLD ARONSON
N.C.R.A.C.
New York, New York

PRESIDENT-ELECT
MARGARET GARRITY
President's Committee on Government Contracts
Chicago, Illinois

VICE-PRESIDENTS
FRANCIS McPEEK
Commission on Human Relations
Chicago, Illinois
FREDERICK T. ROUTH
Southern Regional Council
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SIDNEY LAWRENCE
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New York, New York
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Washington, D.C.
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New York, New York
West
JOHN A. BUGGS
County Committee on Human Relations
Los Angeles, California
North
FRANK W. FAGER
Board of Community Relations
Toledo, Ohio
South
JOHN HOPE, II
Race Relations Department, A.M.A.
Fisk University
Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

December 29, 1958

Dr. Frederick B. Routh
Southern Regional Council
63 Auburn Avenue, N.E. - Room 432
Atlanta 3, Georgia

Dear Fred:

Seasons greetings, and again congratulations on being President-Elect of NAIRO.

I plan to send you carbons of all the correspondence that I have this year on NAIRO affairs so that you will be abreast of what's being done. I think it might be a little easier for you when you take over if you are kept in very close contact with the present year's work. Also I am in hopes that keeping you so closely informed, I will elicit all your private ideas and thus ride to glory on your hard work.

A little later on I will send you a very formal letter asking you to be Chairman of the Nature, Scope and Theory Commission. At the present time I would like to ask your advice as to whom we should approach as southeast regional chairman. The only ideas John Lassoe and I had were William Williams or Haskell Lazere. Would you be kind enough to let me know what you think of either or both of them and offer other suggestions?

With all best wishes.

Sincerely yours,

Maggie

Margaret Garrity

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THE PRESIDENT'S COMMITTEE ON
GOVERNMENT CONTRACTS
WASHINGTON, D. C.

TELEPHONE: STATE 2-9510

PLEASE REPLY TO:
MIDWEST REGIONAL OFFICE
105 WEST ADAMS STREET
CHICAGO 3, ILLINOIS

January 12, 1959

Mr. Frederick B. Routh
Assistant Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Fred:

Thank you very much for your kind letter of December the 16th. If you have not already offered suggestions to us for the chairmanship of the Southern Regional Council, John Lassoe and I will probably be in touch with you by phone at the end of the week. We are all ready to go with the letterhead, except for that one appointment.

I do hope you will be able to attend our board meeting in March. I look forward to seeing you at that time.

With all best wishes.

Sincerely yours,

Maggie

Margaret Carrity
Regional Director

January 15, 1959

Miss Margaret Garrity
N. A. I. R. O.
1021 Bankers Building
105 West Adams Street
Chicago, Illinois

Dear Maggie:

Many thanks for sending me the carbon copies of you correspondence with the various people you are appointing as chairmen of committees, commissions, and departments.

I am enclosing a letter I wrote you on January 8 and somehow or other we goofed and sent it to 105 West Adams Street, New York. Sorry.

On reflection I would suggest Haskell Lazere for the Southeastern Regional Chairman.

Best regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls

P. S. See you at the Board meeting in March. ('Fraid I'll be late getting there for I have a speaking engagement the morning of March 6.)

FBR

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 22, 1959

Mr. John Y. Yoshino
The President's Committee
on Government Contracts
3820 General Accounting Office
Washington 25, D. C.

Dear John:

Thank you very much for accepting the appointment as regional chairman of the Middle South for NAIRO. I will be in Washington this week and will talk to you further about it at that time.

Sincerely yours,

Margaret Garrity

(dictated by Miss Garrity 1/19/59;)
(typed in her absence 1/22/59)
HC
Hortense Criddell

cc: John V. P. Lassoe, Jr.
Frederick B. Routh ✓

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 22, 1959

Mr. Jack Isselhardt
Executive Secretary
Kansas Anti-Discrimination Commission
State Office Building
Topeka, Kansas

Dear Jack:

Thank you very much for your kind letter of January 9. John Lassoe was here at the time I received your letter and we agreed that we are willing to await the outcome of legislation in Kansas on the hopes of having you as Chairman of the Department of State Public Services rather than appoint someone else. Would you let me know as quickly as you have the answer as to whether you can serve.

With all best wishes.

Sincerely yours,

Margaret Garrity

cc: John V. P. Lassoe, Jr.
Frederick B. Routh

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 22, 1959

Mr. Elmer P. Brock
Regional Director
National Conference of Christians
and Jews, Inc.
1011 Washington Street
Wilmington 1, Delaware

Dear Elmer:

I can't tell you how sorry I am that you will not be able to chair the Department of Local Private Services of NAIRO for the coming year. Lloyd Davis and I both counted on your participation. Would you be good enough to offer me a suggestion of someone who could serve, of course not as ably, but instead of you.

Even if I won't have the opportunity of working with you as closely as I had planned during this coming year, I hope you will save your money to attend the meeting in San Juan.

With all best wishes.

Sincerely yours,

Margaret Garrity

cc: John V. P. Lassoe, Jr.
Frederick B. Routh

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 22, 1959

Mr. R. L. Miller
Convention Executive
Deauville Hotel
On the Ocean at 67th Street
Miami Beach, Florida

Dear Mr. Miller:

Thank you very much for your letter of January 10 inviting us to hold our convention at your hotel in Miami Beach in November 1960.

Our Board of Directors will meet the early part of March at which time I shall present your proposal. I shall notify you of their decision

With all best wishes.

Sincerely yours,

Margaret Garrity

cc: John V. P. Lassoe, Jr.
Frederick B. Routh

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JOHN HOPE, II
Race Relations Department, A.M.A.
Fisk University
Nashville, Tennessee

EXECUTIVE SECRETARY
JOHN V.P. LASSOE, JR.

January 22, 1959

Mr. Frederick B. Routh
Assistant Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Fred:

John Lassoe and I phoned Haskell Lazere the other day and he has accepted our invitation to be the Southeast Regional Chairman for the coming year. Thank you very much for the help you have given us.

I look forward to seeing you in March and hope you had a fine time in Purdue.

Sincerely yours,

Maggie

Margaret Garrity

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 23, 1959

Mr. Burton I. Gordin
Commission on Human Relations
800 Commercial Trust Building
Philadelphia 2, Pennsylvania

Dear Burt:

I am sorry for the delay in answering your letter of December 12. You are, of course, Chairman of the Finance Committee and are free to select those people you wish to serve on the Committee with you. You also will be listed on the agenda for the March Board meeting to give a report from your Committee. The meeting will take place in Chicago and the dates are March 6 and 7.

John talked to me about your idea of raising the $1,000 from Board members of intergroup relations agencies and we agreed it should go to the Board.

With all best wishes.

Sincerely yours,

Margaret Garrity

cc: John V.P. Lassoe, Jr.
Frederick B. Routh

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 23, 1959

Mr. Louis H. Ervin
Executive Director
Minneapolis FEPC
1224 Metropolitan Building
Minneapolis 1, Minnesota

Dear Lou:

Thank you very much for accepting the appointment as Chairman of the North Central Region for NAIRO. If either John Lassoe or I can give you any help at all on local groups and/or regional conferences, we shall, of course, be happy to do so.

We are having the new letterhead printed and as soon as it is received the national office will send copies to you.

With all best wishes.

Sincerely yours,

Margaret Garrity

cc: John V. P. Lassoe, Jr.
Frederick B. Routh ✓

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 23, 1959

Mr. John V. P. Lassoe, Jr.
Executive Secretary
National Association of Intergroup
Relations Officials
152 West 42nd Street (Room 1508)
New York 36, New York

Dear John:

I made a credit card call to Frank Shane in Pittsburgh on January 19 and this will appear on your telephone bill.

Frank feels that there is a very good possibility that the steel workers will provide room and board for the big "think" that we have scheduled for June or September. One difficulty is that their contracts expire in June but he thinks that he can take care of it.

With all best wishes.

Sincerely yours,

Margaret Garrity

cc: Frederick B. Routh

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 23, 1959

Mrs. Frances R. Cousens
Research Director - FEPC
904 Cadillac Square Building
Detroit 26, Michigan

Dear Fran:

I am trying to set up a series of appointments for the week of February 9, in Detroit and will call you at that time to talk to you both about NAIRO and in your capacity as staff person for the Michigan State FEP, about a program for our regional office.

I'm sorry I will not be there on the 30th but give your son my fondest greetings. With all best wishes.

Sincerely yours,

Margaret Garrity

cc: John V. P. Lassoe, Jr.
Frederick B. Routh

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

January 23, 1959

Mr. Wade Mackie
Director, Merit Employment Program
American Friends Service Committee
1608 Government Street
Baton Rouge, Louisiana

Dear Wade:

Thanks very much for accepting the appointment as South Central Regional Chairman of NAIRO. We will have letterhead out shortly with your name on it and the national office will send the copies to you.

I look forward to working with you and to the pleasure of talking with you.

With all best wishes.

Sincerely yours,

Margaret Garrity

cc: John V. P. Lassoe, Jr.
Frederick B. Routh

NAACP

February 5, 1959

Burton I. Gordin
Deputy Director
Commission on Human Relations
16 South Broad Street
Philadelphia 2, Pennsylvania

Dear Burt:

Thank you very much for your letter of January 29th. I am delighted that you have appointed people to the Finance Committee and are getting underway.

If you feel it is wise to invite another person, you might consider Bill Karp, who is Chairman of Resources and Planning. This is merely a suggestion and please feel free to follow your own advice on it.

With all best wishes.

Sincerely yours,

Mg

Margaret Carrity

cc: Fred Routh
John V.P. Lassoe, Jr.

March 3, 1959

Miss Margaret Garrity
1021 Bankers Building
105 West Adams Street
Chicago, Illinois

Dear Maggie:

I will be staying in Chicago for the NAIRO Board Meeting and then for the Catholic Interracial Council College Conference. Could someone in your office please make reservations for me at the hotel where John Lassoe is staying for Friday and Saturday nights?

I look forward to seeing you, somewhat late for the Board Meeting. As you know, I have a speaking engagement at Perdue University on Friday the 6th, and will be in Chicago in time for dinner Friday night.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls

NAIRO

1021 Bankers Building
105 West Adams Street
Chicago, Illinois

March 6, 1959

Mr. Charles P. Livermore
Executive Secretary
New York State Commission
Against Discrimination
270 Broadway
New York 7, New York

Dear Charlie:

Thank you for your letter of February 5 regarding the eastern regional chairmen. Immediately following the Pittsburgh convention the Board stated they thought it would be well if I appointed those people to the job of regional chairmen who had been suggested by the nominating committee. I followed their suggestion, and as a result Irv Goldaber was asked and accepted the job of eastern regional chairman.

I hope to be in touch with you within a week or two asking you to serve on a fairly new commission NARIO is establishing. The Board members are beginning to gather right now so I'll get on to the meeting and write you later.

Please give Sally and all the members of the family my very best wishes.

Sincerely yours,

Margaret Garrity

cc: John V. P. Lassoe, Jr.
Frederick B. Routh

NAIRO

Room 1021 Bankers Building
105 West Adams Street
Chicago, Illinois

March 6, 1959

Mr. Edward G. Olsen
Education Director
National Conference of Christians
and Jews
203 North Wabash Avenue
Chicago 1, Illinois

Dear Ed:

I am delighted that you have agreed to chair NAIRO's Committee on Interprofessional Relations especially since I feel that you can do so much for it here in the Chicago area. The Committee has been inactive for the past few years, but I hope that our present project and your leadership will give it new life.

It's purpose is to develop working interrelationships between NAIRO and each of the other allied professions, directly or through their professional associations. I refer to a wide range of disciplines: police, education, social work, nursing, law sociology, psychology, public administration, housing and redevelopment, personnel, etc. We have contemplated such contact on the national level but we have succeeded in developing it in only one instance - a conference of police chiefs and intergroup relations professionals some five years ago. This year I hope that we can accomplish it on a smaller scale in just one city - Chicago.

As I see it, a NAIRO Committee in Chicago - its members chosen by you - would establish some working relationship with local committees of as many of the other professions as can be interested in this exchange of ideas. It is possible that some sort of interprofessional consultation might be organized, or even that some modest project might be inaugurated. In any event, we would hope at some later date to transfer to the national scene whatever working arrangement you might develop experimentally in Chicago this year.

I think that this is a challenging assignment, and one that holds great hope for future development of NAIRO. I am grateful to you for undertaking it and I assure you of my help and that of our national office.

With all best wishes and looking forward to seeing you soon.

Sincerely yours,

Margaret Garrity

cc: John V.P. Lassoe, Jr.
Frederick B. Routh

file - NAIRO

December 10, 1959

Mr. Frederick B. Routh
P. O. Box 2292
Detroit 31, Michigan

Dear Freddy:

I am taking the liberty of writing you directly, instead of the national office of NAIRO, about the question posed in your memorandum of December 2, for two reasons: (1) So I can chalk up a letter to my credit; and (2) because I can air more freely my feelings as a very new board member.

As to the substantive question of authorizing $3,000 out of general funds for the Big Think program, I will go along -- mainly because I feel it is important to take advantage of the AJC's contribution. But the plans for the program disturb me on two counts. First, it seems to me that the budget is unnecessarily inflated; for example, why should NAIRO pay an honorarium to its members for preparing background papers? This is our professional association -- isn't it? -- and we have no business charging a fee for this kind of occasional chore. That's all I will say about the budget, since Paul Rilling has even greater reservations, about which he plans to write you.

Secondly, in looking over the names of those who are to prepare papers, I see nobody at all from the South. Granted that some of the participants invited may be from the South, this still strikes me as unfortunate. The pattern reinforces the stereotype that this is the Northern Association of Intergroup Relations Officials. I would hesitate to make this point in a meeting or in a formal communication to the national office -- particularly as a brand-new member -- lest

it seem to provincial, Confederate sensitivity. But I know you will understand, since you share my view that NAIRO needs to be better oriented toward the South, where presumably the future of intergroup relations will be heavily concentrated.

In this case, I am not even thinking about SRC staffers, but about some of the other agency people. In some of the categories, I think it is proper to solicit the papers from the leading theoreticians, like Feild and Danzig and Schermer, who are mostly if not entirely in the North. But for "The Changing Status of the Negro in American Life" and "The Changing Relationships Among Religious Groups" surely the Southern aspects should be pointed up. In the first case, Herman Long, John Hope, Whitney Young, and others would be naturals. In the second case, who could be better than old Daddy Will Campbell, or even Jack Marion or Neil Tarplee, to name only a few? (True, I'm not sure everyone appropriate is a NAIROite, but at least some of them are.)

Enough said. Having aired my gripe, I would much prefer to leave the question in your cotton-pickin' presidential hands.

On another subject, but still NAIRO, I talked by telephone with Lassoe when I was briefly in New York last week. He felt that support of these conferences should be the pitch to Taconic. I expressed my doubt, which I strongly feel, that Taconic will give money for conferences or trade-association process, however meritorious it may be. However, I did encourage Lassoe to get an appointment with Mrs. Eddy and put all of NAIRO's hopes and plans frankly before her, with a view to ascertaining the foundation's possible interests. In my private conversations there, I have plugged the intern program, but later learned from Lassoe that there will be only seven interns next year. This would hardly justify much money for supervisory personnel.

In any case, I asked Lassoe to let me know the outcome of his interview, so that I may be guided accordingly in my future dealings with the philanthropoids. I do think that Eagle, Freeman, and other old friends ought to be continuously informed and cultivated.

Well, this is hardly a personal billet doux -- but, by golly, it's a letter. Word for word, it probably makes me about even.

The very best from all of us here.

Yours,

Harold C. Fleming
Executive Director

HCF/mf

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

2 December 1959

TO: NAIRO Board of Directors

FROM: Frederick B. Routh, President

SUBJECT: Need for an immediate decision on this question:

Shall the Board authorize the expenditure of up to $3,000 from existing NAIRO funds to launch immediately the 1960 program of consultations and discussion ("Intergroup Relations in the Decade Ahead") proposed by the Resources and Planning Committee?

Recently, I asked John Feild to serve as chairman of a special committee of our Commission on Nature, Scope and Theory, to work with the American Jewish Committee and our Resources and Planning Committee in developing a program plan that grew out of informal discussions held at the San Juan Conference. These talks indicated the possibility of combining a major NAIRO interest, or part of it, with the scheduled Dedication Week program then being developed by AJC for its Institute of Human Relations. A series of meetings have followed since October, and a formal proposal is now presented for Board approval.

BACKGROUND

The proposal is based essentially upon the project considered by the Resources and Planning Committee for over a year. As you may recall, the Board reviewed and approved the project, authorizing George Culberson, new R & P chairman, to initiate detailed planning and the search for necessary funds as soon as possible.

The overall objective remains the same: to advance the professionalization of the field through a concentrated one-year program of consultation, study and discussion that would do three things:

(a) Contribute to a better definition of the field, with special reference to the knowledge, skills and training needed.

(b) Contribute to a better appraisal of those factors in our international, national and community life which now affect and which are likely in the next ten years to affect the nature of intergroup relationships.

(c) Contribute to a better understanding of the inter-agency relationships, roles and responsibilities that now exist in the field, and of the adjustments that will be necessary in the years ahead.

Procedurally, the plan still envisages two intensive consultations or seminars, one in January and one at mid-year. Each would involve a relatively small (and different) group of representative intergroup relations practitioners and leading specialists from such fields as demography, planning, law, economics, etc. The first meeting would develop and release an analytical report for study and discussion by NAIRO Chapters, Commissions, Departments and Committees. The second meeting (May or June) would appraise the report and the subsequent nationwide discussion, developing new materials for study and discussion by the same NAIRO bodies. Finally, the Annual Conference in Cincinnati (November) -- structured somewhat differently than in previous years -- would discuss the implications of these several "decade ahead" reports for our field, its professionals, and its agencies.

SPECIAL PROPOSAL FOR THE FIRST MEETING

It is proposed that the first meeting be held in January, at the time of the dedication of the AJC's Institute of Human Relations. For this, the American Jewish Committee has generously offered to bear half of the cost, if NAIRO will provide or find matching funds. Since the proposed budget totals $6,000, NAIRO must find or provide $3,000.

The Resources and Planning Committee will continue to seek foundation support for the entire program, including NAIRO's share of the first meeting as well as the cost of the second, a full-time staff coordinator, etc. This follows the original plan.

HOWEVER, in order to launch the program now and to take advantage of AJC's generous offer, the Board is asked to approve an immediate commitment of up to $3,000. It is understood that the R & P Committee will continue to seek these funds elsewhere but naturally its success cannot be guaranteed.

ACTION NEEDED

You are asked to vote by mail on this question. Although a simple YES or NO will suffice, I hope that you will also send your comments and reactions, suggestions of personnel, etc.

May we hear from you as soon as possible? (Please reply to the National Office -- by postcard, letter, telephone, etc.)

ATTACHMENTS

(1) Plan for the first meeting: January 20, 21, 22, 1960.

(2) Budget for the first meeting.

PLAN FOR THE FIRST MEETING: JANUARY 20, 21, 22.

Wednesday, January 20: "The Nature, Scope and Theory of Intergroup Relations"

Arranged by the Special Committee of the Commission on Nature, Scope & Theory, in cooperation with the American Jewish Committee and the NAIRO Committee on Resources and Planning. PLACE: Institute of Human Relations, New York City. PERSONNEL: 25-30 intergroup relations practitioners, to be invited. SCHEDULE: Three 3-hour sessions -- morning, afternoon, evening.

* MORNING: "The Nature of Intergroup Relations Practice"

We seek to define intergroup relations practice through an analysis of the types of problems dealt with in intergroup relations, including some historical reference to the origin of these problems and to the changing temporal context in which they have been viewed; through a survey of the development of the body of knowledge and methods of intergroup relations; and through some prediction of future problems and the knowledge and methods that must be developed or adapted to meet them.

Papers to be solicited from: John G. Feild
David Danzig

*AFTERNOON: "The Organization of the Intergroup Relations Field"

We seek to survey the scope of intergroup relations practice through an analysis of public and private responsibility, including the goals of the wide range of agencies active in the intergroup relations field; through an analysis of factors hampering or spurring public acceptance of intergroup relations practice and goals; and through analysis of the financing of public and private agency work. Our survey of the scope of intergroup relations practice will necessarily include consideration of the limits of the field, our relationship to peripheral disciplines, and some prediction of future changes in scope.

Papers to be solicited from: Arnold Aronson
Charles Livermore

*EVENING: "The Professionalization of Intergroup Relations Work and Workers"

We seek to analyze factors bearing upon the advancement of the field through professionalization of intergroup relations work: By what standards of performance do we operate as professionals, and by what process will these standards gain general acceptance? What is the body of knowledge and techniques that must be transmitted to new workers, and what is or will be our field's procedure for transmitting this? Since professional standards are so sketchily defined, and professional training still so experimental, in our field, this analysis must include

some prediction of future directions and needs.

Papers to be solicited from: Alexander J. Allen
George Schermer

Thursday, January 21: "Identification of Selected Intergroup Relations Problems of the Next Decade"

Arranged by the NAIRO Committee on Resources and Planning, in co-operation with the American Jewish Committee. PLACE: Institute of Human Relations, New York City. PERSONNEL: First-day participants, plus leading specialists. SCHEDULE: Two 3-hour sessions -- morning and afternoon.

*MORNING: "The Changing Status of the Negro in American Life"

We seek to analyze the changing status of the Negro, his preparation for and participation in this change; the evidence of a changing self-image; the socio-economic handicap and its relation to the problem of integration and/or desegregation; the development of leadership; the growth of the middle class; participation and effect on political parties; holding elective office; meeting competition for post-high school education; probable role in business and industry during technological change; trends toward or away from own culture; some analysis of the meaning of these facts for intergroup relations workers.

Paper by one specialist, e.g., Arnold Rose, Franklin Frazier, Robin Williams, etc. (Suggestions welcomed)
Person to serve as discussant, to evaluate critically the paper presented and sharpen the issues. (Suggestions welcomed)

*AFTERNOON: "The Changing Relationships Among Religious Groups"

We seek to examine the nature, extent and future course of religious tensions that appear to be developing over matters of public policy, such as Sunday Blue Laws, religious observance in the public schools, use of public funds for school transportation, dissemination of birth control information, adoption policies; to analyze the problems inherent in separation of Church and State; to explore the limitations and limits of co-operation between religious institutions, the use of "representative" selection in political appointments and elections, the religious ghetto in suburban areas, the identification and exploration of "hate" groups, evidence of recognition by religious leadership of changing relationships.

Paper by one specialist, e.g. Thomas O'Day (Fordham), John Kane (Notre Dame), F. Ernest Johnson, etc. (Suggestions welcomed)
Person to serve as discussant, to evaluate critically the paper presented and to sharpen the issues. (Suggestions welcomed)

Friday, January 22: "Identification of Selected Intergroup Relations Problems of the Next Decade" (continued)

Arranged by the NAIRO Committee on Resources and Planning. PLACE: (To be determined), New York City. PERSONNEL: First-day participants, plus leading specialists. SCHEDULE: Two 3-hour sessions -- morning and afternoon.

*MORNING: "The International Dimension of Human Rights"

We seek to determine the focal developments in international politics relating to shifts of national interest within the U.N.; the emergence of new, independent nations from the colonial and dependent peoples; foreign policy implications of issues relating to the new nationalism of our neighbors to the south; the effect of these world changes on intergroup relations in the United States.

Paper by one specialist, e.g. Ralph Bunche, Chester Bowles, Frank Graham, etc. (Suggestions welcomed).
Person to serve as discussant, to evaluate critically the paper presented and to sharpen the issues. (Suggestions welcomed).

*AFTERNOON: "Population Growth and Shifts within the United States"

We seek to survey the current population trends with special reference to mobility and migration; the projection of demographic data; the political, social and economic consequences of the movement to metropolitan areas; the population changes in the center city and the movement to suburbia; the particular effect of these changes on racial, religious and nationality groups.

Paper by one specialist, e.g. Clarence Senior, Philip Hauser, etc. (Suggestions welcomed).
Person to serve as discussant, to evaluate critically the paper presented and to sharpen the issues. (Suggestions welcomed)

BUDGET FOR THE FIRST MEETING

TRANSPORTATION		
Participants, 15-17 Non-New Yorkers (Tourist Air or Rail Coach)	$1,000	
Experts, 1-2 Non-New Yorkers (First Class Air)	200	
		$1,200
LODGING		
Participants, 15-17 Non-New Yorkers (2 nights at $10 per night) (3 nights for those from distant points)	430	
Experts, 1-2 Non-New Yorkers (1 night)	20	
		450
MEALS		
Participants, all 30 during meeting	450	
Experts, 4 while present	50	
		500
WORKING PAPERS		
Specialists and discussants, $150 per session (x 7)		1,050
PROCEEDINGS		
Printing and distribution (3,000 copies) *	2,000	
Transcription, secretarial services	200	
		2,200
MISCELLANEOUS		
Extra secretarial services, materials, postage, telephone, etc.		600
TOTAL		$6,000

(* If the Editorial Board of the JOURNAL OF INTERGROUP RELATIONS decides to carry papers and proceedings in the Spring issue, cost would be reduced to the actual charge for extra copies, perhaps $1,000.)

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

25 November 1959

TO: NAIRO BOARD OF DIRECTORS

FROM: JOHN V.P. LASSOE, JR.

SUBJECTS: An announcement
A policy decision

(1) JANUARY BOARD MEETING

President Routh has set dates for the January meeting of the Executive Committee and of the Board. Both will be held in Detroit, probably at the Michigan FEPC.

*Executive Committee: Wednesday evening, all Thursday -- January 6-7, 1960
*Board of Directors: All Friday, Saturday morning -- January 8-9, 1960

Agenda and further information will follow in December.

(2) DIRECTORY OF AGENCIES: A POLICY(RE-)DECISION

The Directory of Intergroup Relations Agencies With Paid Professional Personnel is being printed at this moment. We are now faced with a final and somewhat complicated decision on the distribution to NAIRO members.

In San Juan, the Board voted that the Directory would not be given free of charge to members. This was the Board's first policy ruling on this; in Pittsburgh last November, there was considerable discussion but no decision.

Major arguments:

PRO, free distribution to members; We owe them this service, especially since the suspension of the Reporter and Journal during the year reduced the number of NAIRO publications that they have been receiving annually. Free distribution will build goodwill.

CON, no free distribution to members; The Directory is a working tool that agencies should buy for their staff members. Free distribution will cut drastically into our sales and, therefore, our potential revenue.

./.

However, based on the recommendation of the Publications Committee and a ruling by the President (with both of which I concurred), we had earlier informed the membership - - in the October Newsletter - - that each would receive one free copy. In addition (even as we were meeting in San Juan), a letter went to all agencies, accompanying galley proof clips, in which we again noted this fact.

* QUESTION: In view of our twice-printed commitment, and whether or not it was wrong or at least premature, shall the October Board decision stand? In short, shall each NAIRO member receive a free Directory, or must members buy them?

(The Directory will sell for $2.00 ($1.50 in quantity of 10 or more); cost to NAIRO of each copy is just over $1.)

NOTE: A reply card is enclosed for your convenience.

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Enclosure

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

25 November 1959

TO: All NAIRO Members

FROM: Frederick B. Routh, PRESIDENT

Our recent Annual Conference in San Juan was a stimulating, even unique experience. Those of you who were there can testify to the Island's natural beauty and gracious hospitality; those of you who were not able to make it will be pleased to see (from the enclosed) that we managed to work, too!

1) STATEMENT OF CONCERNS AND COMMITMENTS: This represents our annual and official survey of the intergroup relations scene. It may be quoted and, hopefully, publicized. Additional copies are available, in modest quantities, from the National Office.

2) NAIRO BY-LAWS (Revised, 1959): This edition of our By-Laws incorporates two amendments adopted in San Juan. The most important provides for the chartering of official NAIRO Chapters, and we will be soliciting applications from local NAIRO groups just as soon as the Board determines procedure. The second amendment simply removes the requirement that the Membership Chairman be a member of the Board before his selection.

3) DIRECTORY OF CONFERENCE PARTICIPANTS: NAIRO's Office Secretary, Frankye Brown, has performed a real labor of love -- pulling together (by regions) the names and addresses of those who attended the Conference. We thought that all of you might want to have this.

4) CONFERENCE EVALUATION SHEET: We want to know what participants thought about this Conference. Please complete and return the enclosed questionnaire -- adding as many comments and suggestions as you wish.

5) Through the kindness of Dr. S. Andhil Fineberg and the Association of Jewish Community Relations Workers, we are also sending you a copy of their recent statement on "The Skills of the Jewish Community Relations Worker."

* * * *

TO FOLLOW: Our Executive Secretary promises us a NAIRO Newsletter in early December.

Conference Proceedings, including all speeches delivered at General Sessions, are being prepared now and should be available by year's end.

IMPORTANT: To save time and labor, and therefore money, we are sending this questionnaire in a general membership mailing -- without sorting those who attended the Conference and those who did not. If you did not get to San Juan, forgive us -- and throw this away!!

PLEASE RETURN TO: NAIRO, Room 209, 426 West 58 Street, New York 19, New York

1959 ANNUAL CONFERENCE: EVALUATION SHEET

1. Which aspect of the Conference met your needs/expectations most?

2. Which session? And why?

3. Which aspect of the Conference met your needs/expectations least?

4. Which session? And why?

5. How would you rate time allocation in San Juan for the following:

NAIRO Business:	___Too much time	___Adequate time	___Not enough time
General Sessions:	___Too much time	___Adequate time	___Not enough time
Commission Mtgs.:	___Too much time	___Adequate time	___Not enough time
Dept. Meetings:	___Too much time	___Adequate time	___Not enough time
Clinics:	___Too much time	___Adequate time	___Not enough time
Free Time:	___Too much time	___Adequate time	___Not enough time

6. If you attended recent NAIRO Conferences (Philadelphia, 1956; Kansas City, 1957; Pittsburgh, 1958), how would you compare this with any of those?

7. Any suggestions for improvement not included in comments above?

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58 Street, Room 209 New York 19, New York

A STATEMENT OF CONCERNS AND COMMITMENTS
adopted by
THIRTEENTH ANNUAL CONFERENCE
of the
NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
October 16, 1959
San Juan, Puerto Rico

In convention at San Juan, we, the members of the National Association of Intergroup Relations Officials, salute the Puerto Rican people and Government, not only as gracious hosts of this occasion but especially as our continuing partners in the building of a society which shall deny no man or group full dignity and fulfillment. We share with them, on island and mainland, the hard tasks and tough hopes of this enterprise.

We rejoice to see in Congress its first members of Oriental ancestry, from Hawaii. We hope to see Alaska's statehood marked in time by qualified Indian, Aleut and Eskimo voices in our counsels -- just as we wish an early end to the denial of voting rights to residents of the District of Columbia. More than symbols, all such advances strengthen our nation at home and abroad, as Senator Fong's visits to Asian countries are likely to demonstrate.

Without evaluating the beginning of the Eisenhower-Krushchev talks, we join all peoples' deep desire for some way out of the nuclear nightmare, in order that mankind may yet have time to work out the "ordinary" -- but difficult -- problems of living together in cities, countries and continents.

For dealing with such problems, our nation's development in 1959 of skills and tools for intergroup adjustment includes both advances and lags. However, if American leadership and public opinion utilize the existing resources, public and private, our people can progress toward "unity amid differences."

Civil Rights Developments

One year ago, NAIRO in convention surveyed the state of civil rights in the U.S.A. Perceiving that a turning point had been reached in the struggle for desegregation of the public schools, it urged complementary use, by government and private organizations, of law and education toward an eventual solution. It called for effective national executive leadership, creatively utilizing the powers and the moral influence of our nation's highest office to strengthen compliance with law. Protection of the right to vote was emphasized. Outside the South, equal access to housing was seen as the major issue, requiring both legislation and voluntary action at the state and local level, and a "single, consistent, definitive" federal housing policy.

In terms of the foregoing prescriptions, one development at the federal and one at the state level are especially notable. The Report of the U.S. Civil Rights Commission was a comprehensive and vigorous scrutiny of voting, education and housing problems, accompanied by specific and imaginative recommendations for action by Congress and the President. Beside supporting bills to require preservation of voting records, it proposed that the federal authority take over the registration of voters when local officials practice racial discrimination. This is a trenchant

reminder of all citizens' basic right, that of participation in their government.

The housing recommendation re-emphasized the 1958 findings of the independent Commission on Race and Housing, by calling for an Executive Order to erase discrimination in all housing built with federal assistance. Both Commissions recognized the damage done by discrimination in housing to the lives of millions of Americans of all groups, and to government as a party to injustice.

It is at least to the credit of Congress that it extended the Civil Rights Commission's life, though it failed to pass any other notable civil rights bills.

At the state level, 1959 saw passage of the first state anti-discrimination laws covering private housing, in Connecticut, Massachusetts, Colorado and Oregon. They will be administered by commissions already experienced with employment and other civil rights laws.

Thus experimentation proceeds in one or another of our 50 "laboratories." Also in 1959 Ohio and California enacted enforceable fair employment practices laws, the 15th and 16th since 1945. (Illinois is now the exception, among major industrial states, to the trend.)

Unity Amid Diversity

Representing all parts of the U.S. network of intergroup relations agencies, we remind ourselves and all citizens who support this work that unity in diversity must be practiced among us most of all. Each of us should recognize and understand the "other" group problems which are not one's own immediate specialty. No "balkanization" of awareness and sympathy should divide concerned Americans.

Therefore our concern touches many sorts of people: the Spanish-speaking folk from Puerto Rico, facing a mixed welcome in the urban Northeast (as did most of our ancestors before them); migrants from Mexico to Southwest farms and cities; rural Negroes northbound to industrial cities; the Ozark and Appalachian migrants, hungry in the hills, lost in the big town; the American Indian, whose condition on the reservation and whose relocation to our cities equally merit re-examination; the migratory farm laborers, of varied ethnic origin, who have no voting address or lobbyist; and finally the refugees and immigrants from Europe, who sometimes mistake the bigot's view for that of America itself.

All these are objects of our concern, not merely the victims of the more widely recognized discriminations. Nor do we forget such situational victims as: the "unprejudiced discriminator" who feels pressured to acquiesce in practices of inequality; the majority member who potential for accepting diverse people is stunted by his one-group environment; the minority member marked by equivalent ghetto limitations of acquaintance, plus real discrimination.

We think of the innumerable decent, kindly families, now experiencing neighborhood-change ordeals, who could accept new neighbors, if somehow the panic factors of change were controlled. Equally we feel for the incoming minority families, whose efforts to better themselves in the American way have evoked hostility, not praise. All these problems of people are the unfinished business of democracy.

Major Concerns of 1959 - '60

The question of political candidates' religious affiliations, raised in some 1958 state elections, has become prominent in the preliminaries to the 1960 presidential nominations. The news media and opinion polls reflect a mounting discussion and debate which will test our pluralistic unity. We hold it salutary to examine differences, rationally. The asset-liability balance of this open debate will depend upon the manner in which it is conducted. Intergroup relations workers will share with religious spokesmen and other leaders a difficult responsibility: to encourage a fair debate which avoids irresponsible assertions, name-calling and impugning of motives; to conduct a dialogue with constant regard for the public interest.

The process of defining the relations of government and religion, especially in edication, continued this year in the courts and public forums. This challenges the attention of agencies beyond those immediately involved. We all have a duty to support in this area the rule of fair debate mentioned above.

While progress in race relations continued in 1959, tensions and blocks were visible at certain points in American life. Causal factors included: the carryover of southern tensions into other regions; population movements; unmet housing needs; the minority's impatience where basic rights were still withheld; the majority's fear of the seeming swiftness of change; and so on. Part of these anxieties evidenced the progress made in recent years, for they reflected individuals' anxious adjustment to new status relationships.

To intergroup and community leaders, such blocks and tensions are a challenge to contrive additional -- and frank -- interchanges between group spokesmen. Not all impediments to communication are in the South.

Relevant here is the so-called "race and crime problem." Many of us have long been stating the realistic factors, in stressing needed job opportunity, decent housing, and more education for and motivation of minority youth. Now, when "minority crime" is headlined widely, we are surprised and disturbed to see so much of the nation's news network failing professionally to interpret what the raw facts mean.

We honor those men, services and publications which present a balanced and perceptive account. We know the difficulties of reporting events which can trigger emotions. But the fact remains that 1959 has been marked by an increase of group-labelling in crime news and in "community problems" reporting, including juvenile delinquency stories. Local incidents which were left to the local press two years ago are being picked up by wire services; the distorting effect, if not the intent, is to convince many citizens that a racial crime wave has broken out. It is a public disservice at this time to depart from the premise that crime is personal; or, where group membership is a factor in social problems, to inflame without informing citizens of the causes. The excellent but occasional interpretations to be found in all news media illustrate what should be the standards of reporting.

Conferences are needed, from the local to national level, to bring news executives into touch with community leaders, intergroup workers and minority spokesmen; to get past the stage of protest and retort, and into true consultation. This approach is urgently needed.

Police-citizen frictions have marred the year in a number of cities. Experience suggests three remedies: (1) Human relations training has been tried and

tested by many police departments (aided by intergroup agencies), so that any city can borrow what is working elsewhere. (2) The same is true of complaint procedures, which must not only be fair but appear so. (3) Most vital is the promotion and maintenance of "conference" relations involving police, minority, civic and intergroup leaders.

Finally, we join many leaders and observers in recognizing as a major problem -- or cluster of problems -- the whole state of our larger cities and metropolitan areas. In its myraid elements it is a technical, an economic and a political conundrum. But it is no less a problem of human relationships. How can the metropolitan area be shaped in all its parts to meet the needs of people?

The problem elements are familiar: exodus of upper and middle-income families to the suburbs, leaving lower-income families, usually swelled by non-white in-migrants; efforts to rebuild streets and slums for traffic and blight control; consequent relocation efforts encountering segregated housing patterns, causing overcrowding and still more "white flight" from the city; overtaxing of educational and social services; juvenile delinquency; city budget crises; a confusion of demands upon political leaders; a growing, felt conflict of interest between different parts of the metropolitan population.

Truly the American ideal of "E Pluribus Unum," of unity amid diversity, is being tested today in our cities and suburbs.

We intergroup workers of the nation have no package of answers. But we do suggest some general principles of approach: (1) The planner will fail if he does not keep contact with, and get the reactions of the people his plans affect. (2) During implementation there must be two-way communication. (3) The news media and public officials must continually attempt to interpret the often unpopular but inescapable fact of interdependence, of give and take, to all population elements. (4) Finally, every technique and effort must reflect the foundation values of our nation -- a balance of rights and responsibilities, equal treatment and opportunity for all, respect for differences, and a moral obligation to consider our neighbor's needs.

We discern in 1959 some heartening signs, amid the visible frictions, that more citizens are rethinking the American creed in terms of the many problems we have sketched here.

What all men share, all men will cherish and defend.

fib
NAIRO
November, 1959

ASSOCIATION OF JEWISH COMMUNITY RELATIONS WORKERS

THE SKILLS OF THE JEWISH COMMUNITY RELATIONS WORKER

(This statement was adopted at the Tenth Annual Meeting Pittsburgh, Pennsylvania, May 31, 1959.)

PREFACE

In May, 1956, the Association of Jewish Community Relations Workers adopted a "Statement of Qualifications for Jewish Community Relations Workers" which had been submitted by the Committee on Professional Standards. That Committee was then instructed to prepare a statement on "The Skills of the Jewish Community Relations Worker." This subject has been discussed since May, 1956, at many meetings of the Committee on Professional Standards, as well as at two previous annual meetings of the Association.

Recognizing that no formulation is to be unalterable and that unanimity is not obtainable, the Association hopes that the adoption and publication of this statement will intensify study of the skills that are unique to the profession it serves. The statement is designed to provide some guide lines on the vital question of what skills qualify a worker for practice in the field of Jewish community relations. It is to serve as a platform from which to proceed hereafter to a more adequate formulation. Thus, in time it will be possible to develop a body of information adapted specifically to the needs of the profession and to evolve a system of training.

I. DEFINING JEWISH COMMUNITY RELATIONS

Jewish community relations is an arm of Jewish communal service. It is based upon community organization processes:

(1) to defend the Jewish community and individual Jews, as Jews, from physical and propaganda attacks;

(2) to prevent the imposition of discrimination and disabilities upon the Jewish community and upon Jews, as Jews, and to assure for them equal treatment and all civil rights; and

(3) to assure the continuation and further development in the United States of the kind of social and political order in which all racial and religious groups will have the maximum freedom and opportunity for their development, and for their intellectual, religious, spiritual, and cultural self-expression.

The special concern of the Jewish community relations worker for and with the Jewish group is in keeping with his commitment to the broad goals of all intergroup relations work. Any denial or threat of denial on account of race, religion or nationality of the rights of any citizen is a concern of the Jewish community relations worker. He deals with the general community but has a special role in working with Jews. He must be able to inspire and unify a Jewish group for action or, when preferable, persuade it to take no action.

II. HARMONIZING OBJECTIVES

The professional Jewish community relations worker exercises his skills, not as an individual, but according to the policies and resources of an agency, whose program he interprets, supports and executes. He gives professional direction and services to the constituency of his own organization and assistance to other agencies. Even though his various commitments are ultimately compatible, situations arise at times where contradictions appear to exist. To harmonize conflicting claims based on differences of short-range interest, the Jewish community relations worker needs diplomatic skills, as well as profound understanding of the values that are involved.

III. AN ECLECTIC PROFESSION

In the area of his concern the professional Jewish community relations worker strives to guide and to facilitate both the process of decision making of responsible lay leadership and the implementation of decisions. Each community relations worker needs special skills to meet the requirements of his own particular job but there are some transmittible skills which all Jewish community relations workers share.

The unique ability that distinguishes a professional community relations worker from members of other professions is the adeptness with which, in the pursuit of community relations objectives, he employs knowledge and skills that have been developed in many disciplines and especially in the social sciences. He draws upon tested principles of public relations, mediation, social work, education and other areas of professional activity in ways that help to attain community relations goals. The community relations worker has a wide range of knowledge and of interests which make him aware of useful resources in other professions. The Jewish community relations worker is able to draw additionally upon Jewish sources.

IV. KNOWLEDGE ESSENTIAL TO EFFECTIVE USE OF SKILLS

In every profession there is a body of information in books, periodicals, memoranda and the like, without which a practitioner would be greatly handicapped. The literature which has been written specifically for community relations workers has developed rapidly during the past two decades and is already extensive. Familiarity with the published materials of his own field is a requisite for the Jewish community relations worker.

Reflecting his interest in his chosen field of endeavor and his desire to improve human relations techniques, the professional Jewish community relations worker familiarizes himself with the basic source materials, documents, and developments affecting human rights. Realizing that he needs to understand individual and group dynamics and to apply knowledge and skills developed in allied fields, he refers to works of history, psychology, anthropology, sociology and of other disciplines for information that can enhance his own skills and those of his colleagues. Within these broad disciplines he focuses on the forces and techniques that increase or stifle group fulfillment and expression.

In regard to the Jewish community relations worker's skills for serving the group which employs him, a paragraph from AJCRW's "Statement on the Qualifications of the Jewish Community Relations Worker" follows:

> No specific program of formal Jewish education has been defined for Jewish community relations work. However, knowledge of Jewish history and Jewish ethics, of the structure of the Jewish community, the functions of the most significant Jewish organizations, and other basic information about the group in whose service he is engaged is valuable equipment for every Jewish community relations worker.

V. SKILLS IN ACTION

The professional Jewish community relations worker demonstrates his greatest proficiency and usefulness in situations wherein constructive social change is achieved or destructive conflict is prevented. These situations most often relate to some real or potential clash among members of different racial, religious, ethnic or other groups. Although no rigid pattern of operation can be formulated for securing the desired results, the Jewish community relations worker must be skillful in three main aspects of action: Analysis, Treatment and Prevention.

Analysis:

This may require only an assessment, or an intensive survey of the situation may be needed.

For analysis appropriate skills are employed to determine:

a) the existence, nature and sources of the problem, its dimensions and its seriousness;

b) the positions of significant individuals and groups, the bases of these positions, their flexibility or rigidity, and their likely changes or development under various conditions;

c) the available structures and resources, public and voluntary, which might be brought to bear on the situation; and

d) the probable future course of the situation, including the way it may be affected by a variety of possible corrective actions.

Treatment:

Having achieved satisfactory analysis of the problem with which he is dealing and of the resources for dealing with it, the professional Jewish community relations worker uses the skills necessary

a) to interpret the situation to lay and professional co-workers;

b) to achieve agreement on a plan of action which may involve one or several such procedures as exposure, quarantine, negotiation, persuasion, legal and legislative action or other forms of social actions; and

c) to follow through with the application of the plan, making adaptations as needed.

Prevention:

The highest skills of the professional Jewish community relations worker are applied in the area of prevention. Prevention may range from handling incipient crises in such a way as to obviate the occurrence of more serious overt problems, to farsighted measures for cementing sound community relations. Where there is no visible conflict it is difficult to obtain the active support for community relations programs which dramatic situations elicit. Yet the greatest good can often be achieved in the areas of preventing harmful conflict before it develops by improving the relationships that otherwise cause friction.

VI. IN GENERAL

Whether the Jewish community relations worker specializes in serving a Jewish community on the local level, or in research, in law, in mass communication, in administrative work, or in any other capacity, his objectives cannot be accomplished without cooperating with other Jewish community relations workers. He must therefore be fully aware of the skills possessed by various categories of Jewish community relations workers and of the multiple roles of his colleagues, in addition to the resources of his own and other agencies. Regardless of his own particular role, he seeks to increase his own mastery of the skills which all professional Jewish community relations workers share and to achieve insight into all phases of Jewish community relations activity.

Committee on Professional Standards: S. Andhil Fineberg, Chairman
Albert D. Chernin
Chaim Essrog
Samuel Kaminsky
Samuel Katz
Walter Lurie
Al Melman
Ben Winitt

ASSOCIATION OF JEWISH COMMUNITY RELATIONS WORKERS
55 West 42nd Street
Room 1530
New York 36, N. Y.

AMENDED BY-LAWS

of the

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS

DATE: October 27, 1959

ARTICLE I. NAME

The name of this organization shall be the National Association of Intergroup Relations Officials.

ARTICLE II. PURPOSE

The purpose of the National Association of Intergroup Relations shall be:

1. To encourage the collection, compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;

2. To facilitate the exchange of knowledge, experience and research among governmental agencies and private organizations dealing with racial, religious, ethnic and cultural relations;

3. To advance generally the science, processes, and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practice.

ARTICLE III. ORGANIZATION AND ELECTIONS

1. The Association shall consist of one organization representing the entire body of the membership. The Association shall maintain a central headquarters office as designated by the Board of Directors. The Association may establish divisions within the organization as required.

2. The membership of the Association shall determine policies of the Association at the annual meeting, and subject to the mail ballot provisions, shall elect in this order, the Board of Directors, the Officers, and the Nominating Committee for the following year.

ARTICLE IV. MEMBERSHIP

1. Membership shall be limited to individuals and shall be of three classes:

   a. Active: Any person primarily engaged in intergroup relations: in a professional staff capacity, whether salaried or voluntary; as a recognized authority; as a member of the governing body of any agency or commission, or otherwise substantially engaged in the intergroup relations work of an agency or commission related to this field.

   b. Associate: Any person subscribing to the basic objectives and program of the Association.

c. Student: Any person enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations.

2. The Board of Directors shall have authority over admission to membership in NAIRO, but may delegate to the Membership Committee, or its Chairman, or to the Executive Secretary, the power to receive and act upon applications for active membership, provided that such delegates shall, wherever feasible, consult with active NAIRO members in the area from which the application is received. Subject to review by the membership at the annual business meeting, the Board of Directors may suspend or remove from membership, after opportunity for hearings and fair notice thereof, any person whose conduct is deemed harmful to NAIRO.

ARTICLE V. DUTIES AND PRIVILEGES OF MEMBERSHIP

1. The Association shall establish and maintain a schedule of annual fees and dues for the two classes of membership.

2. Each Active member shall be entitled to: vote at any membership meeting; hold office; participate in conferences; serve, by appointment, on committees; receive all regular and special information services; and utilize the services of the Personnel Exchange and such other special services as shall be determined by the Board.

3. Each Associate member shall be entitled to: participate in conferences; serve, by appointment, on committees; and receive all regular informational services.

4. Each Student member shall be entitled to receive all regular informational services and to participate in conferences of the Association.

5. Any individual, organization or agency may subscribe to the regular informational services of the Association. Special information or other services may be rendered upon request, with or without charge, as the Board of Directors may determine.

ARTICLE VI. OFFICERS

1. The officers of the Association shall be a President, a President-elect, two Vice-Presidents, a Treasurer and a Secretary. The President-elect, Vice Presidents, Treasurer and Secretary shall take office as soon as elected, and shall serve until their successors are chosen; the President shall succeed to his office from the position of President-elect, when the new President-elect shall have been chosen. Elections shall take place at each annual membership meeting (Article X, Sect. 1) or by mail ballot (Article X, Sect. 8).

2. An Executive Secretary may be appointed by the Board, to serve as the Administrative officer of the Association, subject to the direction of the Board, which may, among other duties, delegate to the Executive Secretary the administrative functions of the Treasurer and Secretary. The Board of Directors may also appoint such other staff as it shall deem desirable to perform such duties as may be prescribed by the Board of Directors.

3. The President shall be the principal executive officer of the corporation and shall in general supervise and control all of the business and affairs of the corporation. He shall preside at all meetings of members and of the Board of Directors. He may sign, with the Secretary or any other proper officer of the corporation authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors, or by these by-laws, or by statute to some other officer or agent of the corporation; and in general shall perform all duties incident to the office of President, and such other duties as may be assigned by the Board of Directors from time to time. He shall make available to the President-Elect whatever information in his judgment will enable the latter to succeed him most efficiently.

4. The President-Elect, in addition to having the regular powers and duties of any member and of any member of the Board of Directors, shall also be responsible for familiarizing himself as much as possible with the functionings of the association.

5. In the absence of the President or in the event of his inability or refusal to act, the Vice-President (or in the event there be more than one Vice-President, the Vice-Presidents in the order designated, or in the absence of any designation, then in the order of their election) shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. Any Vice-President shall perform other duties as from time to time be assigned to him by the President or by the Board of Directors.

6. If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety or sureties as the Board of Directors shall determine. He shall have charge and custody of and be responsible for all funds and securities of the corporation; receive and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such banks, trust companies or other depositaries as shall be selected in accordance with the provisions of these by-laws; and in general perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

7. The Secretary shall keep the minutes of the meetings of the members and of the Board of Directors in one or more books provided for that purpose; see that all notices are duly given in accordance with the provisions of these by-laws or as required by law; be custodian of the corporate records and of the seal of the corporation and see that the seal of the corporation is affixed to all documents, the execution of which on behalf of the corporation under its seal is duly authorized in accordance with the provisions of these by-laws; keep a register of the post office address of each member which shall be furnished to the Secretary by such member; and in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

8. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term, except that, if the office of President-Elect shall become vacant, it shall remain unfilled until the next regular election of officers, at which time the members shall elect a President for the immediately following term, as well as all the regular officers.

ARTICLE VII. BOARD OF DIRECTORS

1. The affairs of the Association shall be managed by a Board of Directors which shall consist of not more than thirty-two (32) members, and not less than eighteen (18). Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article X; in addition, any of the six (6) officers who is not otherwise a member of the Board shall serve ex-officio during his term in office. Further, the President shall appoint eight (8) Regional Chairmen of the Association, from eight separate geographic regions of the country, to serve for terms of one year or until their successors are chosen, and these persons shall also serve ex-officio on the Board of Directors, if not already members of the Board.

2. The term of office of the eighteen elected members of the Board shall be for three years, or until their successors are chosen. Six (6) members shall be elected to the Board of Directors yearly. Vacancies shall be filled by appointment of the Board, until the next regular election, at which time a member shall be elected for the unexpired term.

3. The Board of Directors shall report its actions at the Association's annual meeting and shall hold an annual meeting of the Board, immediately after the annual meeting of members, at the same place, without notice. The Board may call such special meetings as may be necessary, at such time and places as it may determine. Special meetings may be called by or at the request of the President or any five (5) directors. Notice of any special meeting of the Board of Directors shall be given at least five (5) days previously thereto by written notice delivered personally or sent by mail or telegram to each director at his address as shown by the records of the corporation. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope, such notice shall be deemed to be delivered when the telegram is delivered to the telegram company. Any director may waive notice of any meeting. The attendance of a director at any meeting shall constitute a waiver or notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board need be specified in the notice or waiver of notice of such meeting, unless specifically required by law or by these by-laws.

4. a. The act of a majority of the Directors present at a meeting at which quorum is present shall be the act of the Board of Directors, except where otherwise provided by law or by these by-laws.

b. At meetings of the Board, seven (7) shall constitute a quorum. If less than seven (7) of the directors are present, a majority of those present may adjourn the meeting from time to time without further notice.

ARTICLE VIII. EXECUTIVE COMMITTEE OF THE BOARD

1. There shall be established an Executive Committee within the Board of Directors consisting of the officers and three (3) other members of the Board elected by that body. The Executive Secretary, if any, shall be a non-voting member of this Committee.

2. a. The Executive Committee shall act for the Board between meetings of the Board.

b. A majority of the members of the Executive Committee shall constitute a quorum and a majority of those members present at a meeting shall prevail on all questions if a quorum is present.

ARTICLE IX. COMMITTEES

1. The standing committees of the Association shall be:

a. A Nominating Committee of not less than five (5) persons nor more than eleven (11) persons, the duties of which shall be to nominate for presentation to the annual meeting a slate of officers and directors, with at least one candidate for each vacancy, and a slate of candidates for the following year's Nominating Committee.

b. A Membership Committee, which shall aid in securing members and advise the Board of Directors (and Executive Secretary, if any) on problems relating to eligibility for membership in the Association. The Chairman of this Committee and its members shall be appointed by the President, with the advice and consent of the Board. The Chairman, if not otherwise a member of the Board, shall serve ex officio during his term in office.

c. A Conference Committee, which shall plan and organize the program for the annual meeting, subject to the Board's approval. The Board shall appoint the Chairman and members of this Committee.

2. The Board may authorize the formation of other Committees, not having and exercising the authority of the Board in the management of the Association. Subject to the approval of the Board, the President shall have the power to make interim appointments to the committees authorized by the Board and to create interim Committees and make appointments thereto.

3. Persons not members of the Association may be appointed to serve on the Conference and special Committees.

4. Each member of a Committee shall continue as such until his successor has been appointed, unless the committee shall be sooner terminated, or unless such appointing authority in each case shall have the power of removal, whenever in his or its opinion the best interest of the Association are thereby served. Vacancies in any Committee shall be filled in the same manner provided for the original appointments.

5. a. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

b. Each committee may adopt rules for its own government not inconsistent with these by-laws or with rules adopted by the Board of Directors.

ARTICLE X. MEETINGS OF MEMBERS

1. The Association shall hold an annual meeting of members and such other meetings as may be necessary to conduct the affairs of the Association, the time to be fixed by the Board of Directors.

2. Special meetings of the members may also be called either by the President, or not less than one-tenth of the members having voting rights.

3. The Board of Directors may designate any place, either within or without the State of Illinois, as the place of meeting for any annual meeting or for any special meeting called by the Board of Directors. If no designation is made or if a special meeting be otherwise called, the place of meeting shall be the registered office of the corporation in the State of Illinois; provided, however, that if all of the members shall meet at any time and place, whether within or without the State of Illinois, and consent to the holding of a meeting, such meeting shall be valid without call or notice, and at such meeting any corporate action may be taken.

4. Written or printed notice stating place, day and hour of any meeting of members shall be delivered, either personally or by mail, to each member entitled to vote at such meeting, not less than five nor more than forty days before the date of such meeting, by or at the direction of the President, or the Secretary, or the officers or persons calling the meeting. In case of a special meeting or when required by statute or by these by-laws, the purpose for which the meeting is called shall be stated in the notice. If mailed, the notice of a meeting shall be deemed delivered when deposited in the United States mail addressed to the member at his address as it appears on the records of the corporation, with postage thereon prepaid.

5. Any action required to be taken at a meeting of the members of the corporation, or any other action which may be taken at a meeting of members may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the members entitled to vote with respect to the subject matter thereof.

6. The members holding one-tenth of the votes which may be cast at any meeting shall constitute a quorum at such meeting. If a quorum is not present at any meeting of members, a majority of the members present may adjourn the meeting from time to time without further notice.

7. At any meeting of members, a member entitled to vote may vote either in person or by proxy executed in writing by the member or by his duly authorized attorney-in-fact. No proxy shall be valid after eleven months from the date of its execution unless otherwise provided in the proxy.

8. The Board of Directors may authorize elections of directors and officers to be conducted by mail.

ARTICLE XI. CONTRACTS, CHECKS, DEPOSITS AND FUNDS

1. The Board of Directors may authorize an officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these by-laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation and such authority may be general or

confined to specific instances.

2. All checks, drafts or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such a manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer or an Assistant Treasurer and countersigned by the President or a Vice-President of the corporation.

3. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositaries as the Board of Directors may select.

4. The Board of Directors may accept on behalf of the corporation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the corporation.

ARTICLE XII. BOOKS AND RECORDS

The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its members, Board of Directors and committees having any of the authority of the Board of Directors, and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote. All books and records of the corporation may be inspected by any member, or his agent or attorney, for any proper purpose at any reasonable time.

ARTICLE XIII. SEAL

The Board of Directors shall provide a corporate seal which shall be in the form of a circle and shall have inscribed thereon the name of the corporation and the words "Corporate Seal. Illinois."

ARTICLE XIV. WAIVER OF NOTICE

Whenever any notice whatever is required to be given under the provisions of the General Net for Profit Corporation Act of Illinois, or under the provisions of the articles of incorporation or the by-laws of the corporation, a waiver thereof in writing signed by the person entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XV. REGULATION OF INCOME

No part of the net earnings of the Association shall in any way inure to the benefit of any member, director or officer, but this shall not preclude the reimbursement for expenses incurred as such or the payment of compensation authorized by the Board of Directors to the Executive Secretary and other persons for services rendered as such. The Association shall not engage in carrying on propaganda, or otherwise attempting to influence legislation.

ARTICLE XVI. AMENDMENTS

These by-laws may be amended by a majority vote at the annual meeting. Written notice of any proposed amendments shall be submitted to the membership at least 30 days in advance of the meeting; including either the verbatim proposal, or a fair digest which is sufficient to clearly indicate the contents of such proposal.

ARTICLE XVII. PARLIAMENTARY PROCEEDINGS

In official meeting of the Association, Roberts Rules of Order shall determine parliamentary procedures.

ARTICLE XVIII. LOCAL NAIRO CHAPTERS

1. Members, and only members, of the Association living in the same vicinity may form a local NAIRO chapter to carry out, in their locality, the purposes stated in Article II of the by-laws.

2. Such a chapter shall be recognized as an official local chapter of the Association when, after application to the Board of Directors, it receives a charter from the Board of Directors.

3. Such a chapter, having been chartered by the Board of Directors is entitled to call itself the _____ Chapter of the National Association of Intergroup Relations Officials.

4. Every local chapter affiliated with the Association shall abide by the principles set forth in the by-laws of the Association as interpreted by the Board of Directors.

5. Every local chapter shall elect a chairman, a vice-chairman and a secretary. It may elect or appoint such other officers as it deems necessary to function effectively.

6. Every local chapter shall report once a year to the Board of Directors, through the Executive Secretary, the following:

   a. Names and addresses of its officers for the coming year.

   b. A summary of its activities for the preceding year.

7. No local chapter may levy dues, fees, assessments or fines upon its members except by written permission of the Board of Directors.

8. No local chapter shall engage in any activity which may be construed as carrying on propaganda, or otherwise attempting, to influence legislation; nor shall any local chapter participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office; nor act in any manner contrary to the by-laws or policies of the Association.

9. The charter of a local chapter may be revoked after due process for due cause when, by decision of the Board of Directors, its continued existence is deemed detrimental to the integrity, effectiveness, or professional standards of the National Association of Intergroup Relations Officials. Such revocation of a charter shall in no way affect the membership status of persons in the Association.

October 27, 1959
New York City

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
THIRTEENTH ANNUAL CONFERENCE
October 13-16, 1959
San Juan, Puerto Rico

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-m o r e -

Expenses NYC - 12/2 - 12/4
(Advance 100.00)

	Total	Tucoma
Meals -	20.86	14.86
Hotels -	38.06	38.06
Taxis + Limos -	12.13	12.13
Tips	3.25	3.25
Airfare		119.13
	74.30	187.43

Sent 12/9/59

Expenses. Miami 11/17 - 11/18
(for UAHC)

Hotel -	14.42
Meals -	7.51
Taxis -	10.75
Tips	1.65
Airfare -	------
Total	

Sent 12/9/59

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THIRTEENTH ANNUAL CONFERENCE
October 13-16, 1959
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MAY 20, 1960

MR. FREDERICK B. ROUTH
PRESIDENT, NAIRO
c/o MAYOR'S FRIENDLY RELATIONS COMMITTEE
105 CITY HALL
CINCINNATI 2, OHIO

DEEPLY REGRET IMPOSSIBLE FOR ME TO MAKE BOARD MEETING. I AM DEEPLY CONCERNED ABOUT THE FISCAL CRISIS AND WILL AWAIT ANXIOUSLY WORD THAT YOU HAVE FOUND A RABBIT IN THE HAT. REGARDS TO ALL.

HAROLD C. FLEMING

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Journal of Intergroup Relations
NAIRO Newsletter

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET. NEW YORK 19, N. Y. • JU 6-0782

26 September 1960

Dear NAIRO Member:

I am happy to report real progress in our fight for survival. The financial crisis continues, but operation of our national office through 1960 is virtually assured, given your continuing cooperation.

We owe our improved position to three factors, each of which I acknowledge with deep gratitude: (1) Your recruitment of 69 new members since June, (2) A generous grant of $1,000 from the American Jewish Committee, and (3) Your help in securing 207 JOURNAL subscriptions over the summer months. Together, these meant the difference between life and death!

At last week's Board meeting in Philadelphia, we took certain steps to insure survival and to move us closer to self-sufficiency. We now ask your help with each of these:

NEW MEMBERS

The Board voted to continue the "Each One Get One" membership campaign through 1960. Our 11% growth over the summer was wonderful, but almost 90% of us have yet to recruit our new member for the year. Won't you sign up your today?

Important! Effective immediately, by Board decision, all new members will be enrolled on an anniversary renewal basis, i.e. their memberships will expire one year from the date of enrollment. This should eliminate many of the recruitment problems connected with the old calendar year memberships.

DEVELOPMENT FUND

The Board has established a Development Fund to finance NAIRO growth and expansion, and now solicits contributions from the membership. It may prove necessary to tap this fund for survival in time of crisis, but we shall make every effort to preserve it for new projects and services. We shall be grateful for any amount that you can give or raise for this purpose.

LIFE MEMBERSHIPS

The Board has instituted Life Memberships in NAIRO, at a $300 fee (payable in one sum or in three annual installments of

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$100 each). Not all of us can afford to help in this fashion, but I am sure that many will enter into this permanent affiliation with NAIRO. We hope that several will be recorded on the plaque in our office by year's end; again, I solicit your help in recruitment.

CONFERENCE FEE

Following the example of almost every national organization in the country, the Board has set a registration fee for members as well as non-members attending the Annual Conference in Cincinnati this year. It will be a modest $5, but represents an important budget item. You will soon receive full Conference information and necessary forms, and I hope that as many as possible will register and pay this fee -- in advance.

JOURNAL SUBSCRIPTIONS

Summer efforts have almost doubled non-member subscriptions to the JOURNAL, but we are still less than halfway to the 1960 goal of 1,100. (These figures do not include members, who receive the JOURNAL as part of their dues payment.) In soliciting your help in securing new subscriptions, the Board has urged agencies to consider the purchase of subscriptions for (a) their own library, (b) college, public and special libraries in their community and (c) their Board or Commission members. Hopefully, many of these recipients will want to subscribe at their own expense after a year's trial.

* * *

If the remarkable cooperation offered by members this summer can be continued through the fall, we should soon be able to turn our full attention back to program matters. Let me assure you, however, that our program has not been neglected during the crisis: the fourth issue of the JOURNAL is at the printer's; Conference plans are all but complete and soon to be announced; four new NAIRO Chapters have just been chartered (these now total six); a South Central regional conference is planned for December, in Little Rock; and new projects have been developed, including one that will take NAIRO into the area of international activity.

Sincerely,

Frederick B. Routh

FREDERICK B. ROUTH
President

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NAIRO

RECEIVED
JAN - 1961

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

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6 January 1961

Dear Fellow NAIROite:

I write you now as the former president of our Association. I have two things in mind. FIRST, is my gratitude to each of you who gave thoughtful support to the Association during this past crucial year. SECOND, is a matter of unfinished business, left-over from my term of office.

At the Annual Conference we set up a NAIRO Development Fund. Because of our financial situation the Board specified that for this coming year it might be used for general expenses. We set as our goal for this first year, $1,500; at the Conference we reached the half-way mark in donations and pledges.

What I now ask of you is a donation or a pledge to NAIRO's Development Fund, at this time. Donations have run from $10 to $100; I won't ask you for any specified amount. . .that is up to you, alone.

In approaching Foundations for support for our Association, our hand would be strengthened if we could say that in addition to paying regular membership dues, our members had created a Development Fund for the Association.

My thanks for the year that is past; my best wishes for the year ahead; and my best regards, always.

As ever,

Fred Routh

FREDERICK B. ROUTH
Past President

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Enclosure

I pledge to contribute to the NAIRO Development Fund the sum of $_____ during the fiscal year 1961.

Name:_____

Agency:_____

Address:_____

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NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

TA - for MJ file

June 6, 1963

Dear Leslie:

On May 22, 1963 we sent the enclosed letter and pamphlet, "Executive Responsibility in Intergroup Relations" to President Kennedy outlining NAIRO's point of view in regard to the U.S.A.'s crisis in race relations. Since then we have held several discussions with Lee White, Special Assistant to the President.

To date, even on the Executive level, the Administration's program has been inadequate. Its program has been mainly one of response and reaction to crisis situations. It is our belief that the President needs to develop a special White House Civil Rights Office that will give sustained consideration to civil rights problems in terms of developing a master plan and an overall strategy rather than a trouble shooting, fire fighting operation without any program or followup.

For the first time in NAIRO's 16-year history we have decided to convene the National NAIRO Board in the South -- in Atlanta, Georgia. We shall meet from 6:30 p.m. the evening of June 14 through Saturday June 15 at the Hotel Peachtree Manor, 826 Peachtree Street, N.E., Atlanta, Georgia. (Telephone: Area Code 404 - TRinity 4-2791).

This emergency meeting will be devoted to a discussion of the national crisis and the formulation of a program for NAIRO consistent with the aims and purposes of a professional body such as NAIRO. To this end we would like the benefit of your views and the thinking of other civil rights leaders before we make a public announcement.

Therefore, we would like to invite you to be NAIRO's guest at a luncheon to be held at the Hotel Peachtree Manor from 12:30 p.m. to 3:30 p.m. on Saturday June 15. Of course, if it is at all possible for you to sit with us throughout the entire Board session, we would deem it a privilege to have you with us.

We hope you will make every effort to attend since we hold your views in high esteem.

Sincerely,

Ed

Edward Rutledge
President

Fred

Frederick B. Routh
Executive Director

Enc: (2)

Dr. Leslie Dunbar, Executive Director
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

May 22, 1963

The Honorable John F. Kennedy
The White House
Washington 25, D. C.

My dear Mr. President:

As you may recall from our meeting with you on August 23, 1961 (please refer to the enclosed pamphlet), we are a professional body concerned with intergroup relations. In our opinion many urban centers in the North, as well as the South, are confronted with the prospect of racial tensions and problems of crisis proportions. Your bold leadership is needed now more than ever before to avert disaster.

We hail your recent courageous statements in the South and your salute to the Negro drive for civil rights as in the "highest traditions of American freedom." It is our conviction that your call to the educated men and women of the South to speak up for law, freedom, and human decency has given heart to your fellow countrymen everywhere.

Likewise, we are in complete accord with your decision to station troops in Alabama. We appreciate your reluctance, as President of all the people, to employ troops in any section of the country. Yet this decision cannot be avoided where local or state officials are incapable of or unwilling to maintain law and order and protect the constitutional rights of all citizens. Nor can it be avoided where they incite to violence and where lawlessness and a state of anarchy prevail. Such decisive action by you at the right time, in this and other situations, will in our judgment prevent violence. There is a need for the appropriate local and state officials to be put on notice that you will take such action whenever necessary.

In addition we respectfully suggest that the following steps should be taken to cope with this crisis:

1. Small groups of religious, business, labor, community and political leaders should be called together to make known the President's determination to correct inequities and to enlist their cooperation in this endeavor.

2. Similarly, conferences should be convened with:

   (a) state governors, to discuss mutual responsibilities in upholding Federal court decisions and maintaining law and order.

   (b) state attorneys general, to assure the right of all qualified citizens to free access to the ballot box.

   (c) school officials, to accelerate the desegregation of schools.

   (d) business and labor leaders, to insure equal employment opportunity and to deal realistically with the problem of the growing unemployment among Negroes.

   (e) representatives of the housing industry, to end enforced residential segregation and seek the achievement of open occupancy practices.

3. We urge also that all Federal programs be reexamined and redirected to assure the Negro his full rights as an American.

4. The Federal government should take a more active official role in identifying organizations and individuals engaged in subverting Federal court decisions and violating the constitutional rights of Negro citizens.

In preparation for the implementation of these recommendations we respectfully request that you consider convening a meeting of experts in intergroup relations and civil rights to secure their views as to how the steps we have urged you to take may yield the maximum results.

We stand ready to assist you in this time of national emergency.

Respectfully yours,

Edward Rutledge, President,
National Association of Intergroup
Relations Officials

Enclosure: NAIRO Report to the President
on "Executive Responsibility in
Intergroup Relations"

EXECUTIVE RESPONSIBILITY IN INTERGROUP RELATIONS

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
426 West 58th Street, New York 19, New York

THE PRESIDENT OF THE UNITED STATES AND THE NAIRO DELEGATION (*Left to right,* Senator Philip A. Hart, Michigan; Robert J. Greene; George W. Culberson; President John F. Kennedy; Booker T. McGraw; John G. Feild), THE WHITE HOUSE, WASHINGTON, D.C., AUGUST 23, 1961.

The following message from President John F. Kennedy to the NAIRO Annual Conference was delivered in San Francisco on November 9, 1961, by Harris Wofford, Jr., Special Assistant to the President:

Please convey my warm greetings to the participants in the Fifteenth Annual Conference of the National Association of Intergroup Relations Officials. The problem of securing the full Constitutional rights of all Americans and of achieving equal opportunity in all parts of our public life in all sections of our country requires the cooperation and constructive leadership of public officials at all levels of government and in voluntary citizens' organizations throughout the nation. In promoting such cooperation and constructive leadership NAIRO is serving the needs of the nation.

An example of the vital service which NAIRO can render on an increasing scale is the valuable study on Executive Responsibility in Intergroup Relations presented to me by the officers of NAIRO. Your helpful suggestions are now being considered by the appropriate departments and agencies.

Cordially,

JOHN F. KENNEDY

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
ROOM 209, 426 WEST 58TH STREET, NEW YORK 19, N. Y. • JU 6-0782

August 21, 1961

The Honorable John F. Kennedy
The White House
Washington, D. C.

Dear Mr. President:

I have the honor to submit to you certain recommendations for executive action in intergroup relations, developed by a task force of experienced professionals appointed by our Board of Directors, and including many of its members.

Because ours is a professional body, concerned primarily with advancing intergroup relations knowledge and skills, we have concentrated in this paper on the means and methods by which we believe the Administration's equal opportunity goals can best be achieved. We have left to the membership organizations in our field the development of recommendations for substantive action.

In like manner, we have attempted to suggest policy directives, procedural steps, and an organization of intergroup relations resources that might be appropriate in any and all government operations. We have thus resisted the temptation to single out for special analysis such compelling problem areas as school desegregation and open occupancy in housing.

As we indicated in a resolution transmitted to you earlier this year, this Association pledges you its wholehearted support in your efforts to secure full equality of opportunity for all Americans. We place at your disposal our collective expertise and experience in intergroup relations.

Respectfully yours,

George W. Culberson

GEORGE W. CULBERSON
President

EXECUTIVE RESPONSIBILITY IN INTERGROUP RELATIONS

The Federal Government, besides being the nation's largest employer, administers many programs affected by, and influencing, intergroup relations. Constitutional authority, legislative action, judicial decision, and executive fiat have given it substantial responsibility for guaranteeing broad areas of civil rights, for promoting the welfare of specific ethnic groups, and for bringing into the mainstream of American life the many racial, religious, and nationality groups that comprise its people. Unfortunately, the exercise of this responsibility has not heretofore kept pace with social need or world events.

At the outset of a new Administration, pledged by its party platform and by the new Chief Executive to advance equal rights and opportunity for all Americans, the National Association of Intergroup Relations Officials offers certain recommendations for action in the area of intergroup relations to help achieve these goals. These areas are covered:

- **Intergroup relations in government practices and services**
- **Utilization of intergroup relations consultants**
- **Role and recruitment of intergroup relations personnel**
- **Community consultative services in intergroup relations**
- **Intergroup relations in the State Department and Peace Corps**
- **Training of intergroup relations personnel**
- **Government role in intergroup relations research**
- **Government reference services in intergroup relations**
- **Leadership role of the President in intergroup relations**

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Intergroup relations may be defined in various ways. In its broadest sense, it is the generic term covering interracial relations, interreligious relations, and interethnic relations. It encompasses civil rights problems of Negroes, Jews, Orientals, Puerto Ricans, Mexican Americans, and others experiencing discrimination or segregation; cultural problems faced by American Indians, Southern mountain whites, and others transplanted abruptly from rural to urban living; and interreligious tensions arising out of Church-State issues. At least peripherally, it includes the problems of the foreign-born and of migrant farm laborers, the problems springing from denial of civil liberties, and the problems of the aged in the area of employment discrimination.

Intergroup relations is also the unique blend of skills and knowledge possessed by its practitioners. From a variety of disciplines they have drawn and adapted techniques of community organization, social action, public education, investigation and enforcement, and conciliation and mediation. Around these has developed a body of knowledge that incorporates both the research findings of the social sciences and the rich experience of this emerging field.

Intergroup relations is, finally, a field of work for more than 1,500 full-time workers employed by governmental and private intergroup relations agencies throughout the United States. These agencies maintain a total of 600 offices, in at least 150 cities in 43 states.

The National Association of Integroup Relations Officials, founded in 1947, is an organization of individuals concerned with advancing intergroup relations knowledge and skills, improving the standards of intergroup relations practice, and stimulating intergroup relations research. It is the field's professional body and attempts conscientiously to represent the collective opinion of practitioners, researchers, and lay leaders in intergroup relations. Its program and concerns focus essentially on the means and methods by which civil rights advances and better intergroup relations may be achieved. Its recommendations are offered in the light of that professional interest and activity.

RECOMMENDATIONS

A. INTERGROUP RELATIONS IN GOVERNMENT PRACTICES AND SERVICES

There is urgent need for a review by every department and agency of its staff practices and program services, to insure that intergroup relations concerns are recognized at every level of operation.

Forceful steps have already been taken by the President's Committee on Equal Employment Opportunity to implement the recent executive order, but staff practices and internal operation are more than a matter of job opportunity. They extend to such problems as segregated restrooms in a government facility, the appointment of inexperienced personnel to intergroup relations posts, the lack of Spanish-speaking workers in a Southwestern field office, and Civil Service examinations given only on a Saturday. They include intergroup relations training and orientation for government personnel, government research in intergroup relations, the use of intergroup relations specialists and consultants in key areas, and the development of adequate reference resources for the use of those charged with intergroup relations responsibilities.

Similarly, intergroup relations concerns need to be introduced in all program services where government action impinges on the life of the citizen — and where government spends his tax money. This is more than a matter of government contracts with private industry, already the subject of an executive order. It extends to such problems as the paucity of nonwhite cadets in the Coast Guard Academy, the inadequacy of religious affiliation symbols on armed forces identification tags, the refusal of a local Veterans Administration office to release to Negro realtors its list of repossessed homes, and the discrimination experienced by an Asian diplomat seeking an apartment in New York City. It includes the area of direct services to individuals (e.g., Soil Conservation Service), the area of federal loans or loan insurance (e.g., Federal Housing Administration), the area of citizen mobilization (e.g., the U.S. Navy), and the area of federal stewardship (e.g., Bureau of Indian Affairs).

We recommend that the President direct all executive departments and agencies to conduct full-scale surveys of internal operations and external program services, in order to determine how intergroup relations goals may be achieved, and discrimination and segregation eliminated.

B. UTILIZATION OF INTERGROUP RELATIONS CONSULTANTS

In the proposed review of department and agency staff practices and program services, and in the continuing activity of the Federal establishment in the area of intergroup relations, there is urgent need to marshal and utilize the best available knowledge and expertise.

Today, in a vastly complex society, the Executive Branch has added to its many other functions that of broker in the exchange of knowledge and information. Through the Executive Office and through the appropriate departments, insights and information are received and transmitted to other parts of the Federal establishment, to lesser units of government, and to citizens groups throughout the country. In this past half-century, which has witnessed an acquisition of knowledge unparalleled in any earlier era, this brokerage function has become standard operating procedure in the physical sciences, in medical research, in business planning, in a myriad of activities tinted with a public interest. This has not been true in intergroup relations nor even, to a comparable degree, in the social sciences.

Despite man's limited understanding of how to build constructive relationships with his fellow men, there is a growing body of knowledge about the crucial elements of intergroup relations. It is possessed by practitioners who have helped to develop it in the struggle for civil rights advances during the past few decades, and their advice should be utilized by the Executive Branch as it guides the Federal establishment into the New Frontier of intergroup relations in government.

Such counsel should be sought before the fact of crisis so that, as in other areas of governmental responsibility, a thorough-going rationale of operation can be developed, to avoid the hasty and reactive efforts which marked and hindered Federal actions during the previous administration.

We recommend that the Executive Branch and all departments and agencies be encouraged by the President to make continuing use of qualified intergroup relations consultants outside the Federal establishment:

— to advise on the proposed survey, to help develop procedures for implementation, to suggest strategic placement of intergroup relations specialists, and to assist in reviewing and assessing initial progress reports.

— to supplement the advisory services of intergroup relations personnel within the Federal establishment, in interpreting the significance of intergroup relations developments for Federal functions, in further sensitizing departments and agencies to intergroup relations concerns,

and in helping shape governmental response to the changing character of intergroup relations.

C. ROLE AND RECRUITMENT OF INTERGROUP RELATIONS PERSONNEL

There is urgent need to expand the role of intergroup relations specialists within the departments and agencies in which they now serve, and to introduce them into those areas of the Federal establishment in which their services are needed but not now utilized. Recruitment of these specialists should be governed solely by qualifications of competence and experience.

Intergroup relations is a factor in the internal and external operations of virtually every department and agency in government. The proposed survey of internal staff practices and external program activities will indicate the many areas in which intergroup relations specialists need to be utilized and, to some degree, the specific nature of their functions. Where the need for intergroup relations specialists is sufficient, and where formalization of their function is appropriate, an intergroup relations service within that department or agency is a logical step. More than two decades of experience suggest that certain cardinal principles are vital to effective operation of such a service:

1) An unequivocal statement by the department or agency head must set forth the policy objective and indicate that the intergroup relations service has the highest administrative support in the implementation of that policy.

2) The service must be amply staffed with competent and experienced intergroup relations specialists, under one with the rating of assistant department or agency head.

3) The service must have clear responsibility for these duties, among others:

   — Assisting the department or agency head and his staff, in the formulation, implementation, and evaluation of all aspects of policy, procedure, and program, to insure to minority group members equal opportunity and maximum participation in department or agency employment and in all phases of external program services.

   — Providing technical or advisory assistance to those responsible for recruitment, employment, and training of staff, to insure equal opportunity at all job levels.

— Providing technical or advisory assistance to those responsible for external program services at all levels, to insure that local action programs embrace the needs, viewpoints, and rights of minority groups.

— Interpreting to the department or agency the needs and viewpoints of minority groups, and interpreting to minority groups the policy and programs of the department or agency.

— Representing the department or agency head in the supervision and coordination of intergroup relations operations and policy throughout the department or agency.

Such a service would function in close liaison with the President's Committee on Equal Employment Opportunity. In addition, backed by the coordinating role of the President's administrative assistants on civil rights, the collective services would provide a vitally needed catalyst in accelerating the advance of equality of opportunity in the Federal establishment.

Intergroup relations specialists employed in departments or agencies must be allowed to function as professionals. Too often have they languished as mere symbols of governmental tolerance, brought forth just occasionally to counteract pressures from civil rights forces. Only the authority of the Chief Executive can correct the situation that prevailed in past administrations.

The search for competent intergroup relations specialists must recognize the need for persons who possess a high degree of commitment to equal opportunity and basic democratic values, a deep sensitivity to intergroup relations concerns and minority group aspirations, and a background of intergroup relations knowledge and skills.

It is sad but true that in no other area of government have experience and professional qualifications been ignored so consistently. Department and agency heads have not seemed to recognize that intergroup relations is a tangible field and that given individuals have acquired its knowledge and skills through long years of experience. There is, for example, no U.S. Civil Service register of qualifications for intergroup relations specialists, and there are no intergroup relations classifications as such. Many cities and states are far in advance of the Federal Government in establishing classifications, qualifications, and even examinations for intergroup relations specialists.

By dint of stereotype and for political reasons, buttressed by the lack of job opportunity elsewhere in the Federal Government, it has also been common practice to name only minority group members to many intergroup

relations positions, possibly on the mistaken assumption that all minority group members possess automatically the requisite intergroup relations knowledge and skills. Such assignment by stereotype is as discriminatory as it is erroneous. Patently, there are many minority group members qualified for such posts, but as long as appointing authorities think of minority group identification first, and professional capabilities second, there is the danger of political pressure to overlook the latter.

We recommend issuance of a firm directive to all departments and agencies, defining the role and function of intergroup relations services and personnel as integral to all appropriate government operations.

We further recommend appropriate action by the Executive Office to establish intergroup relations experience and cognate training as the primary qualifications for appointment to intergroup relations posts.

D. COMMUNITY CONSULTATIVE SERVICES IN INTERGROUP RELATIONS

Local communities faced with major intergroup relations problems, especially those that lack their own governmental intergroup relations agencies, have acute need for consultative services not presently available from any other source.

Throughout the United States, there are countless communities totally devoid of intergroup relations resources and financially unable to secure them. Some of these communities now face or will soon face monumental intergroup relations problems resulting from such developments as school desegregation, heavy in-migration of minority group families or extensive urban renewal. Other cities and towns only slightly more fortunate have intergroup relations resources that are inadequate to cope with local problems. They need a variety of services going beyond the reference clearinghouse noted later; they need the counsel and guidance of competent consultants, matching grants-in-aid to help support local intergroup relations efforts, and, in some instances, demonstration projects or action research programs.

This Administration has asserted a federal obligation to help communities deal with the physical and human problems of urbanization; it has given evidence of its firm resolve to develop dynamic approaches to pressing social problems. It is possible to render significant assistance to beleaguered communities by creating, within the framework of existing departments or agencies, the consultative services that they need in the area of intergroup relations.

We recommend the establishment of an intergroup relations service, appropriately situated within the Executive Branch, which would offer general intergroup relations counsel and technical assistance to local communities and to their intergroup relations agencies and which would include the use of demonstration projects and the provision of matching grants-in-aid to communities presently unable to support local intergroup relations efforts.

We further recommend the establishment of a community education service, appropriately situated within the Executive Branch, which would offer consultative services and, where warranted, financial aid to those school boards engaged in earnest efforts to desegregate public schools, and which would aid in establishing equal opportunity in vocational education and in training related to formal apprenticeship programs.

E. INTERGROUP RELATIONS IN THE STATE DEPARTMENT AND THE PEACE CORPS

There is acute need to introduce into the State Department, and into such specialized foreign aid agencies as the Peace Corps, intergroup relations concerns relating especially to the orientation and training of overseas personnel, and to the reception of foreign diplomats, visitors, and students.

The vital importance of our national image abroad, and the acute need to demonstrate with vigor and dedication America's deep commitment to the democratic ideal of equal treatment for all persons, demands early and special attention to intergroup relations concerns in activities bearing on foreign relations.

State Department personnel are not now being prepared adequately to interpret abroad America's civil rights problems and intergroup relations efforts and progress. Personnel at all levels are in need of orientation before overseas assignment, and continuing informational services thereafter. These might well be extended to include government personnel sent abroad by other departments and agencies.

Exchange visitors from other lands, and particularly those from Africa and Asia, are not receiving an adequate exposure to the positive intergroup relations efforts of public and private agencies in communities across the country. Orientation provided for some visitors in Washington is not a satisfactory answer, especially for those who have indicated a deeper interest in civil rights problems. The six hundred intergroup relations agencies throughout the United States offer a resource that should not be

overlooked in planning itineraries and in coping with problems of discrimination that some visitors will face.

The establishment of a New Nations Division in the Office of Protocol is a heartening approach to the problems of discrimination encountered by foreign diplomats and students in this country. This effort merits continuing support and resources.

The Peace Corps is an exciting idea that has captured the imagination of thousands of young people in this country and has gained wide support abroad. There are dangers relevant to intergroup relations in this transplantation abroad of relatively inexperienced if totally dedicated young people, however. As in the case of State Department personnel, Peace Corps volunteers must be in a position to interpret accurately and clearly American civil rights problems and intergroup relations efforts. That they will be asked about civil rights matters is a foregone conclusion; that they possess adequate information is the only reasonable answer. The difference between objective information and all that would fall in the category of propaganda or apologia is clear, and only the former should be the subject of Peace Corps orientation. Finally, the process of selection and training must be geared to deal with those psychologically unsuited to intimate contact with persons of other races, creeds or national origin whether they be fellow volunteers or foreign nationals.

We recommend that the Foreign Service Institute be directed to incorporate in its program and structure intergroup relations orientation for personnel assigned to overseas posts.

We recommend further that the governmental and contract agencies responsible for Exchange Program visitors be directed to review orientation procedures and itinerary planning, in order to introduce intergroup relations concerns and to make maximum use of intergroup relations agencies throughout the country.

We recommend that the New Nations Division in the Office of Protocol be adequately and appropriately staffed.

We recommend that the process of selection and training of Peace Corps volunteers include appropriate concern for the effects of prejudicial attitudes and behavior on the interpersonal relationships that must be developed abroad, and that the orientation of volunteers include objective information on American intergroup relations.

F. TRAINING OF INTERGROUP RELATIONS PERSONNEL

Given the acute shortage of experienced intergroup relations workers, inside and outside government, there is an urgent need for the development of governmental training programs in intergroup relations, including both in-service training for present employees and internship training for recruits to the Federal service. The personnel needs of community intergroup relations agencies across the country cannot be met through existing replacement channels, and Federal Government help is needed in the training of workers to staff these local efforts.

The reservoir of experienced intergroup relations workers is not large — perhaps 1,500 in all. Because the field adds only 50 to 100 persons to its ranks each year as its agencies multiply and expand, and because it is still a relatively new field, there are few formal training opportunities. Most newcomers, recruited from other fields, enter at the bottom of the professional ladder and receive their intergroup relations training on the job. This informal process of recruitment and training is not geared to meet sharp increases in the demand for qualified specialists.

The mushrooming growth of state and municipal agencies, a phenomenon of the past two decades in the North and of the past two years in the South, has brought personnel requirements that cannot be met through normal replacement channels, and the result has been a heavy drain on private agency staffs. The field is marked by sudden and far-reaching personnel shifts, not unlike the game of musical chairs.

To fill existing intergroup relations posts in the Federal Government is not an easy task; to staff the services and positions likely to grow out of the proposed survey will create serious problems, especially for private and local governmental agencies that can expect to lose personnel. On the other hand, experienced workers must be found for these Federal positions if intergroup relations goals are to be achieved.

In-service training for those already in the Federal employ offers a partial solution. Most departments and agencies could profitably institute intensive on-the-job training programs for those slated to fill intergroup relations posts, and orientation programs for those whose intergroup relations responsibilities will be more peripheral. The Civil Service Commission might assume this function for departments and agencies with more modest intergroup relations personnel needs.

To meet long-range personnel needs, internship training should be instituted for new recruits to government service, again under the auspices

of the various departments and agencies or perhaps by the Civil Service Commission. These intergroup relations internships should be of at least one year's duration, should consist of on-the-job training and working experience, and should include duty in a field office at the community level. There are some agencies (e.g., Housing and Home Finance Agency) in which internship programs already exist; these need only to be broadened to include intergroup relations concerns.

The acute needs of local communities must be met in different fashion. Through some existing department or agency, or through one yet to be established, the government should promptly initiate training services for local community workers. These might include a centralized training program, grants-in-aid to private or local governmental agencies, and contractual training agreements with universities or national intergroup relations agencies. Scholarship aid to students considering advanced studies in intergroup relations is yet another form of training assistance, and might be coupled with subsequent internship experience.

We recommend that appropriate departments and agencies be directed to institute in-service and internship training in intergroup relations; that the Civil Service Commission be directed to organize such training programs for departments and agencies that do not find it feasible to institute their own; and that the Federal Government, through an existing department or agency or through one yet to be created, establish a training program and offer financial aid to prepare intergroup relations workers for local community service.

G. GOVERNMENT ROLE IN INTERGROUP RELATIONS RESEARCH

There is an acute need for intergroup relations research in a variety of fields, and this research must be adequately financed and knowingly coordinated. Since private and local governmental research programs and resources are presently inadequate, the Federal Government must take the initiative in stimulating this research.

In a preliminary survey of research needs, conducted in 1960 by the NAIRO Commission on Research Services, an inventory of 107 subjects for study was gathered from professional workers in 25 intergroup relations agencies. This still-expanding inventory shows a need for general knowledge and for action-oriented research in a number of critical areas.

Funds presently available for intergroup relations research are totally inadequate. Most of the foundations have been reluctant to make grants

in this highly sensitive field, and most of the intergroup relations agencies are unable to allocate money for research. Even the research being done by those few agencies with research staff and by individuals in university centers suffers for lack of planning and coordination.

Needed research falls into three categories: data-gathering, program-oriented, and basic. Data-gathering is already a function of many departments and agencies of government, but almost all could do more in the area of intergroup relations. In addition, means must be devised for disseminating this material to local communities. There is considerably less program-oriented or action research, while basic research is a significant void. Some agencies should, for example, delve into the sources of prejudice and the relationship of prejudice to personality development.

To carry on the research program that is needed, an approach along the lines of the National Institutes of Health seems desirable. The agency thus created, whether independent or part of a broader institute, must be prepared and qualified to do actual research, to stimulate and coordinate research in government departments and agencies, and to provide funds for research grants-in-aid to colleges and universities, public and private agencies, and individuals. Specialized research projects should be carried out by qualified persons in the appropriate department or agency, but as part of a master plan for government research in intergroup relations. This overall agency could also perform a much-needed service by furthering exchange of information about research being undertaken independently by colleges, universities, and agencies.

We recommend the establishment of an agency, independently or as part of an existing Department, possibly along the lines of the National Institutes of Health, to coordinate, undertake, stimulate, and help finance needed research in the area of intergroup relations.

We further recommend that the departments and agencies, including the National Science Foundation, be directed to initiate or expand research studies, grants-in-aid, and scholarships in the area of intergroup relations.

H. GOVERNMENT REFERENCE SERVICES IN INTERGROUP RELATIONS

There is an acute need for expanded reference services in intergroup relations: within departments and agencies for the use of federal intergroup relations personnel, and through selected departments and agencies for the use of local communities.

Intergroup relations is such a recent and dynamic field of specialized knowledge that little systematic collection and classification of its written material have taken place. Many of its most valuable documents have not been published as books and are not, therefore, to be found in the Library of Congress. When intergroup relations materials are found in government libraries, they are seldom organized in such a manner as to be readily accessible for reference use. Within the departments and agencies, the available material of the type needed by intergroup relations personnel in their program duties is wholly inadequate.

Those responsible for intergroup relations programs in local communities around the country have need of a central reference clearinghouse. In such a critical area as school desegregation, for example, there is no single source to which communities can turn for appropriate resource materials. Even in the Library of Congress there is no centralized collection of published and unpublished materials on intergroup relations, and no specialized staff to develop such a collection and work with those engaged in intensive intergroup relations research.

We recommend that the departments and agencies which possess intergroup relations services be directed to make budgetary allowance and other necessary provisions for the assembly and maintenance of informational resources dealing with intergroup relations aspects of the programs they administer.

We further recommend that such departments as Health, Education and Welfare, or possibly that proposed on Housing and Urban Affairs, with areas of competence and jurisdiction bearing directly on major intergroup relations concerns be instructed to establish clearinghouse reference services for the use of local community agencies and workers.

I. LEADERSHIP ROLE OF THE PRESIDENT IN INTERGROUP RELATIONS

As has already been demonstrated, there is clear need for Presidential leadership in the area of intergroup relations, not simply within the Federal establishment, as suggested in earlier recommendations, but in interpreting to the people the moral and legal issues involved, and in serving as the voice of the conscience of the nation.

The President can exert enormous influence by example. He communicates with the public in such informal ways as his choice of aides and associates or his invitations to White House functions. The inclusion

of appropriate minority group members does not go unnoticed, and helps to set the overall intergroup relations tone.

There is another area in which the President could exert great influence. He should call together small groups of key individuals — opinion molders and decision makers — to make known his determination to correct inequities, and to enlist their cooperation. This might suggest Presidential discussion with school superintendents of desegregation problems; with state governors of mutual responsibilities to uphold Federal Court decisions and to maintain law and order; with state attorneys general of the right of all qualified citizens to free access to the ballot box; with business and labor leaders of equal employment opportunities; and with representatives of the housing industry of open occupancy practices.

Firm Presidential leadership can help avert many crisis situations, but when they occur, the President must be heard, pointing to desirable solutions and calling for calm and wise local leadership to cooperate in working out these solutions. There should never again be a vacuum of leadership in the White House, enabling wilful men on the local levels to obstruct the will of the nation.

We respectfully observe that the Presidency requires the type of leadership and moral suasion that can only be exercised from the White House, by voice and in action, in crisis situations and in forthright appeals to the best that is in our people.

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
1962

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LWD - fej

file Nairo

P E T I T I O N

The President of the United States, in addressing the nation the evening of June 11th, on the current racial situation, said in part:

> "It is not enough to pin the blame on others, to say this is a problem of one section of the country or another, or deplore it. The fact that we face a great change is at hand, and our task, our obligation, is to make that revolution, that change, peaceful and constructive for all.
>
> "Those who do nothing are inviting shame as well as violence. Those who act boldly are recognizing right as well as reality."

This fine example of responsible Presidential leadership calls for follow-up -- a quickening of the pace of change and of federal efforts to accelerate it. We would speak to the question of structure and function of the White House staff.

This is a petition for the creation of a Civil Rights Office in the White House; it is made at this time because of the grave civil rights crisis in which the nation is engulfed. Birmingham, Jackson, and Philadelphia are only the more dramatic manifestations of this crisis; the Justice Department reported 43 incidents in 15 different states in one week alone! There is every indication that this is only the beginning; that every major and many smaller communities, in the rest of the nation as well as in the South, will experience increasing racial tensions, demonstrations, and

strife unless the Federal Government moves now to give constructive direction and the promise of relief to the just demands for redress for grievances of those discriminated against.

The Executive Committee of the National Association of Intergroup Relations Officials, therefore, respectfully petitions the President of the United States to create a well staffed civil rights office in the White House, consisting of a chief adviser and appropriate supporting personnel, professional and clerical. It must be an effort which will command the respect of the Negro and civil rights communities. The function of such a civil rights office, as we see it, would include -- but not be limited to the following:

(1) To perform the staff work for the President in the civil rights area, in identifying problems -- both present and potential, planning governmental responses, coordinating those responses, following-up governmental responsibilities and commitments.

(2) To supplement the civil rights programs of the President's Committee on Equal Employment Opportunity, the President's Committee on Equal Housing Opportunity, the President's Committee on Equal Opportunity in the Armed Forces, and similar efforts of the Administration and to serve as liaison for the President with these agencies.

(3) To assist the sub-Cabinet group on civil rights in planning departmental programs, evaluating program effectiveness, examining problems and progress, and preparing agendas. Feed-back to the White House and follow-up proposals to the President on matters undertaken by the sub-Cabinet group on civil rights is also essential.

(4) To maintain liaison with private agency leadership in the field of civil rights, serving as a place to which problems and grievances may be brought, where discussions may be held, and cooperative efforts planned.

(5) To demonstrate to the general public and the minority community the Administration's determination and commitment to the practical, speedy resolution of problems of discrimination and denials of constitutional rights.

(6) To serve as consultant to the Attorney General on non-legal matters relating to the civil rights functions of the Attorney General's office; and to cooperate with that office in dealing with such matters.

(7) To evaluate the effects and implications of incidents and problems in the area of civil rights and the Administration's approaches thereto; and to advise the President and other Administration Officers accordingly.

During the national crisis of World War II, the federal government obtained the services of highly skilled production experts as "dollar-a-year" men. In the current national

crisis the federal government should call upon the private agencies to lend some of their most experienced and best skilled professionals to assist in overcoming the nation's problems in this area. Many of the national private agencies would consider lending key staff (perhaps one from each major agency) a contribution to the national effort in time of crisis.

Much of the burden of the Administration's civil rights thrust rests with the Attorney General and his aides. This is as it must be, particularly for litigation. But there is need for more than court action if we are to see our way through the current racial crisis without seriously damaging the image of the United States with our own citizens and with other nations. It is not humanly possible for the Attorney General's office to carry the heavy burdens demanded in litigation and engage in community relations efforts on the scale now needed. As a White House aide recently said, "We need 5,000 Burke Marshalls."

Professional persons, skilled and experienced in community relations and intergroup relations, are needed if the federal government is going to do the creative programming the current crisis demands. They would have at their finger tips the names of persons associated with their own organizations and with other civil rights groups in each of the key communities where trouble may be anticipated this summer. They could provide the President and his key aides with

a sharply focused evaluation of each of these communities before difficulties develop. They could also provide the necessary follow-up contacts with key leaders following the conferences the President has held and will hold concerning voluntary desegregation and merit employment. They would provide the administration with suggestions for affirmative action of a non-legal nature.

The Special Assistant to the President, now concerned with civil rights matters, has responsibilities and assignments in other areas, as well, and cannot give full time attention to civil rights questions. Even if he could, skilled as he is, one man cannot do the job now called for. Nor can the United States Commission on Civil Rights, with its excellent staff, perform the function now required. As a bi-partisan independent agency, it cannot directly speak for or represent the Administration, nor has it been charged with the responsibilities nor given the authority to carry out the broad and sustained function on a systematic basis as envisioned for a Civil Rights Office in the White House.

The agencies mentioned in item 2 of this petition have limited and specialized functions and responsibilities and lack the mobility and flexibility to serve the purpose herein defined.

It may be argued, as Professor Richard Neustadt has, that specialized offices make an Administration unwieldy.

It has been found useful, however, to create such offices -- as in the case of McGeorge Bundy's special assignment in defense matters, the Council of Economic Advisers, and the Office of Science and Technology. The urgency and complexity of civil rights problems call for no less attention. They call for similar direct assistance to the President in guiding and monitoring the Executive Department's diverse programs that affect the nature and progress of equal opportunity throughout the nation.

Thus far, because of the reasons previously cited, the Administration's efforts to meet the civil rights crisis have been -- almost by necessity -- largely on an ad hoc basis and, therefore, its program has been mainly one of response and reaction to crisis situations.

The Civil Rights Office for which we herein petition can be created by the enlargement of the authority, resources and staff of Mr. Lee White, Special Assistant to the President, who must then be relieved of other responsibilities in order that he may devote full time to the direction of a highly mobile, experienced and skilled staff in a program of affirmative and preventative action.

The objective now must be for the Administration to assume the initiative. The time has come -- indeed, it is late -- for more pre-planned, thorough, sustained efforts. The creation of a fully-backed, well staffed Civil Rights Office in the White House would constitute an essential first step in moving ahead on this, America's most crucial domestic problem -- one with staggering international implications.

6/14/63

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

file

July 17, 1963

Dr. Leslie W. Dunbar
Executive Director
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear ~~Dr. Dunbar:~~ Les

Thank you for your continuing support of NAIRO and for sending in your membership dues. We are enclosing you membership card, which is good until June 30, 1964.

We now have over 1,000 members in NAIRO and have chapters in ten cities. Your Association has helped a number of your fellow members in finding better job opportunities this past year. We make a regular practice of listing professional openings in our Newsletter.

Our 1962 Conference in Washington, D.C. was the largest and one of the best we have ever held. The 1963 Annual Conference, scheduled in Cleveland, Ohio, November 20-23, promises to be another outstanding event. Better enter these dates on your calendar now !

NAIRO has been called upon in several capacities by various Departments and agencies of the Federal Government -- in program development, professional recruitment, training programs, and information services. Similar assistance has been given to state and local governmental agencies and to private agencies. The outreach of your Association is greater than ever.

The interests and concerns of our members is very important to us; we hope that you will always feel free to let us know how we may serve you best.

Cordially,

Frances R. Cousens
FRANCES R. COUSENS
NAIRO-Secretary

Fred
FREDERICK B. ROUTH
Executive Director

Hi friend!
F.

jbl

File
NA 120
"Fred Routh"

August 22, 1963

Mr. Edward F. Swenson, Jr.
Edward F. Swenson & Company
1515 First National Bank Building
Miami, Florida (33131)

Dear Mr. Swenson:

I have your interesting letter of August 16; good luck to you in eliminating the snarl of "Conflict of Interest."

Frederick Routh was born in Michigan, and is 38 or 39 years old. Very early his family moved to Florida, and he was educated in the public schools of Coral Gables. He has an AB and a MA from the University of Miami where, I believe, he did one year of law. He completed all his course work at New York University's Center for Human Relations Studies toward a Ph.D; he has never written his dissertation.

He served in the Navy during World War II, and was discharged as a Lieutenant, jg. From 1951-1953 he was an instructor in human relations at the University of Miami, and taught summer school at both the University of Michigan and New York University. He resigned from Miami to run, unsuccessfully, for the U. S. House of Representatives from your district, and then joined our staff in 1953 as Assistant Director for Field Activities. Fred left us in 1959 to become Executive Director at the Michigan Fair Employment Practices Commission. He

served in this job until 1962 when he became Executive Director for the National Association of Intergroup Relations Officials, with his office in Washington. He was President of NAIRO from 1959 - 1960.

Although I have discussed this with none of them, I believe you could obtain objective evaluations of Fred from the following: Dr. H. Franklin Williams, Vice President, University of Miami; Professor Dan Dodson, Center for Human Relations Studies, New York University; the Hon. G. Mennen Williams, Assistant Secretary of State, Washington, D. C.; and Mr. Harold C. Fleming, Executive Vice President, The Potomac Institute, 1501 - 18th Street, N. W., Washington, D.C.

With best wishes,

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
cc: Mr. Seymour Samet
Bc: H. C. Fleming

EDWARD F. SWENSON & CO.
1515 FIRST NATIONAL BANK BUILDING
MIAMI, FLORIDA 33131
TELEPHONE 377-3677

August 16, 1963

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

Thanks very much for your letter of August 12 recommending the employment by our Community Relations Board of Mr. Frederick B. Routh. We would like very much to take you up on your offer to provide additional information about him, as he might well fill the ticket.

We are off to a pretty good start here, although we ran into a temporary snag in the form of a "Conflict of Interest" ruling by the County Attorney as would regard membership on the Board by individuals whose business organizations do business with the County. It looks at present as if this hurdle will be eliminated by having the professional staff employed by the County but having the members of the Community Relations Board itself disassociated from the County and formed into a private non-profit corporation.

Looking forward to hearing from you again,

Sincerely,

Edward F. Swenson, Jr.

EFSJr/t
cc: Mr. Seymour Samet

Frederick B. Routh; [redacted]

[redacted]

Personal: Born, Wyandotte (sp) Michigan, approximately 38 years old

[redacted]

Education: Public Schools of Coral Gables, Florida
[redacted]
A. B. & M. A. * University of Miami, Florida
(also one year Law School of the University of Miami)

Studies toward Ph. D. (except thesis) completed at New York University Center for Human Relations Studies.

Employment & Related:

Military Service during WW II, U.S. Navy, discharged Lieutenant, j.g.
Instructor in
[redacted] human relations at University of Miami 1951-1953, and summer instructor at University of Michigan and N.Y. U.

Resigned University of Miami to run for U.S. Congress from Miami

Joined staff of Southern Regional Council in 1953 as Assistant Director for Field Activities

Executive Director, Michigan Fair Employment Practices Commission, 1959-1962

Executive Director, National Association of Intergroup Relations officials, 1962- present (NAIRO address)

Possible references:

Donald Sprague, Department of Human Relations/University of Miami, [redacted]

H. Franklin Williams, Vice-President, University of Miami

[redacted]
Dan Dodson (sp) Center for Huma n Relations Studies, New York University

G. Mennen Williams (title) U.S. Dept. of State

H. C. Fleming —Title- (Director of SRC during Routh's employment)

From the desk of File NAIRO - Fred Routh

FREDERICK B. ROUTH

BP
✓MA
✓PA
JT - file report
MJ - file letter

4 Feb 64

Les -

I'm not certain whether I sent you a copy of this report on Washington -- it is the one I am doing under the Meyer Foundation grant to NAIRO.

It was supposed to be completed last Fall but Jane's six weeks in the hospital and subsequent death delayed everything around here. It is being up-dated to take into account the Housing Order issued by the DC Commissioners.

Any comments -- substantive or editorial -- you might care to make would be welcomed. Paul Rilling feels it will be a very useful piece when it is released. I hope to push it through to completion in the next few weeks.

Hope you hear from Ehrmann for he has potential. I will keep my eyes and ears open for other possible candidates. A young lawyer, Nate Greene, with an LlM from NYU's School of Law with a major in Civil Liberties and Rights will also be contacting you. He would be good in Jack Menace's slot. Paul Anthony knows him slightly from when he was stationed at Ft. Benning. Both he and Ehrmann warrant a close look -- they are good men.

Best regards all around.

Cordially,

Fred

File
NAIRO

June 25, 1964

Mr. Frederick B. Routh
Executive Director
N. A. I. R. O.
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Fred:

Thank you.

The good Reader's Digest will never do it, but you were good to suggest it.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

From the desk of

FRED B. ROUTH

file

Dear Les —

Thought you and the SRC gang would appreciate the enclosed.

Herblock is still the dean of the political cartoonists though I look upon Bill Mauldin with great appreciation.

best —

F.

NAIRO - 2027 Massachusetts Avenue, N. W.
Washington 6, D. C. - 387-7050

See ya in NY, June 30th.

The Washington Post

AN INDEPENDENT NEWSPAPER · WEDNESDAY, JUNE 10, 1964

"On Second Thought, Turn Back And Forget It. Let's Not Be Part Of A Cabal To Stop Anybody"

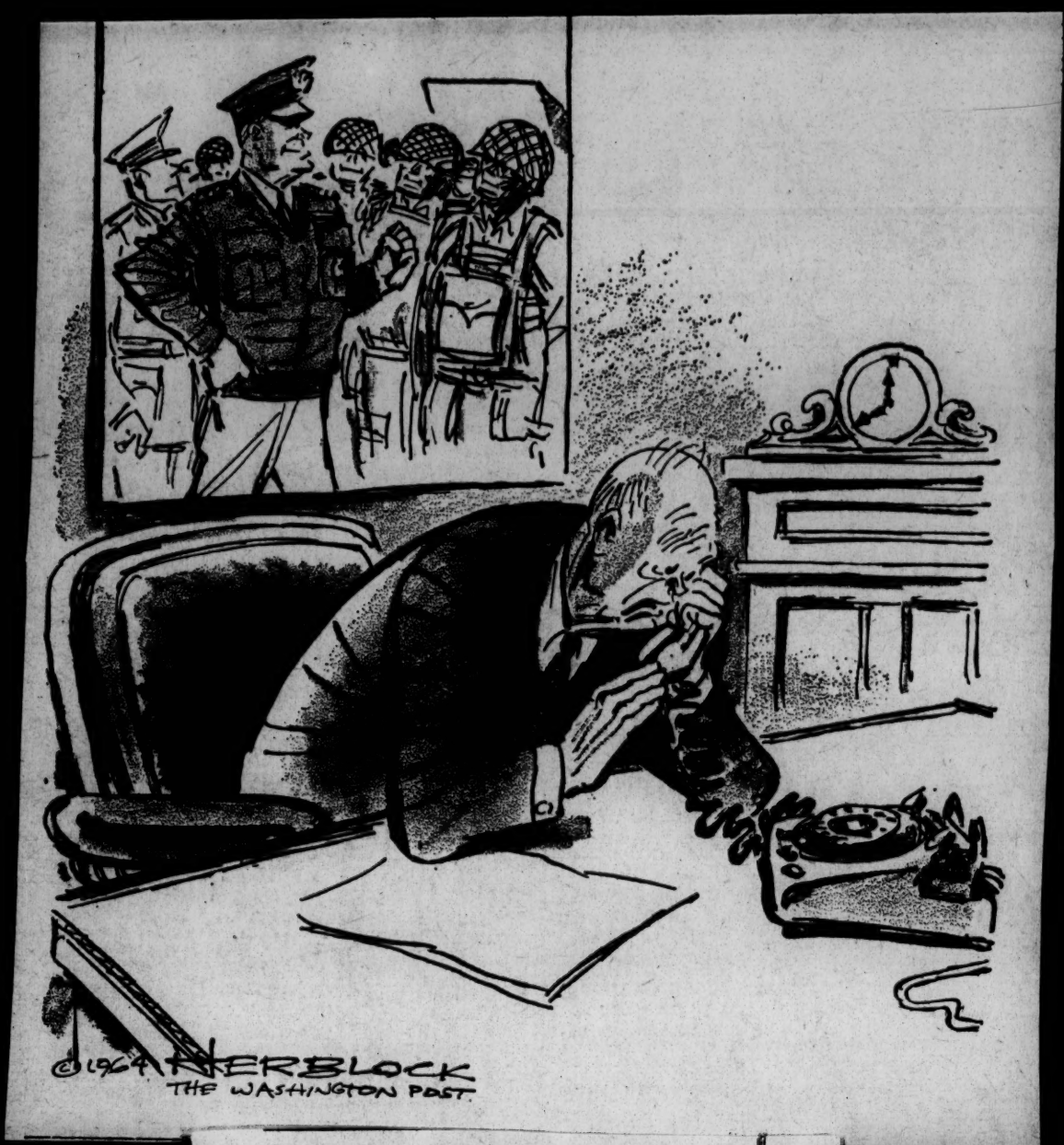
Ambling Into Confusion

If the Republican Party capitulates to the Goldwater faction, a large share of the responsibility will fall upon former President Eisenhower. From the beginning of the present ordeal for the Republicans, Mr. Eisenhower has blown mildly warm and then mildly cool. During the months when Senator Goldwater was building up his impressive showing of delegate strength, the General was silent and noncommittal.

Then, shortly before the California primaries, he issued a statement of Republican principles susceptible of no other interpretation than that he found Senator Goldwater unacceptable as the GOP nominee. The statement was so interpreted by everyone—including even Senator Goldwater, posing with an arrow in his back—until a few days later when Mr. Eisenhower apparently received a sharply monitory telephone call from Goldwater booster George M. Humphrey, and thereupon repudiated the anti-Goldwater interpretation.

After the California primary, the General again went into action in an effort to save the Party. He summoned Governor Scranton to Gettysburg on Saturday and seemed to have persuaded him to abandon his nonactive stance and become instead an avowed candidate. In that way only, the two men agreed, could the disaster that a Goldwater nomination would inflict upon so many other Republican candidates be prevented. But next morning phones rang again at Gettysburg from friends in the Goldwater camp, and Saturday's resolution soon drained away. General Eisenhower took to the phone himself to tell Governor Scranton that what he proposed the day before he now spurned —and indeed with vast righteousness, as one who was unwilling to be part of a "cabal" against Mr. Goldwater.

As if to complete the picture of bungling, former Vice President Nixon yesterday gave Gov. George Romney of Michigan a shove toward the nomination and then in almost the same breath expressed belief that Senator Goldwater will have



Ambling Into Confusion

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As if to complete the picture of bungling, former Vice President Nixon yesterday gave Gov. George Romney of Michigan a shove toward the nomination and then in almost the same breath expressed belief that Senator Goldwater will have the prize securely won by this weekend. It is a sorry spectacle to see men whom the GOP has highly honored in the past thus permitting the policies and principles for which they stood to go down the drain without a real struggle.

General Eisenhower's shilly-shallying is especially damaging to his reputation coming, as it does, just after the celebration of D-Day plus 20. His performance in the 1964 political arena seems utterly out of keeping with his direction of the offensive against Hitler. Indeed, it is completely out of key with his vigorous fight for a set of political principles in 1952 when the danger of a factional GOP nomination was insignificant compared to that of today. A voice that might have rung with conviction and courage has merely sputtered confusion to the disservice of his party and country alike.

FBR ltr
Circulating to:
RP
MA
BP
JT - file report
MT - " letter

File. NAIRO
Fred Routh

July 8, 1964

Mr. Frederick B. Routh
Executive Director
N. A. I. R. O.
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Fred:

Long ago you sent me a copy of your draft report on Washington. I have finally read it, and I think it is very good. I want to see now the finished version, because I think it will be very valuable for me to have.

I have only the smallest of comments. On page 2, modern-day political scientists are not going to like your statement; they consider themselves, and they are, as realistic about these things as any other social scientists. On page 13, I cannot, myself, get excited by the fact that 18 schools are virtually all-Negro, and 13 virtually all-white. This seems to me practically unavoidable given the more disturbing fact, which is that 85% of the school enrollment is Negro, whereas only about 55% of the population is Negro. In other words, as I see it, the basic problem is to make the public schools good enough to hold the kids. Private schools are always going to attract some number of these who have social reasons of a snobbish sort, will prefer them; also for a religious reason. But we can expect Negroes also to be social snobs, and to desire some religious education. The real problem is to get back into public schools those

kids who are leaving them not for either of these reasons, but because of the superior education offered.

One book I missed from your various references is Constance McLaughlin Greene's two-volume history of Washington. I have not read volume 1, but volume 2 I found very instructive.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

Recd 2/23/65

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050

19 February '65

ADVANCE NOTICE

TO: NAIRO Leadership

FROM: Fred Routh

The next meeting of the NAIRO Board is scheduled for April 10th, in New Haven, Connecticut. Lloyd Davis, past NAIRO President and now Chairman of the Connecticut State Chapter of NAIRO, writes:

> The Connecticut State Chapter of NAIRO will sponsor one BIG reception for visiting NAIRO Board members and leadership on Friday evening, April 9th, at the Don Kirk's in Gilford. Bus transportation to get the group out and back. Mayor Richard C. Lee will host a luncheon meeting for the group at Yale's famous Mory's on Saturday, April 10th. Other good things are in the offing.

So please mark your calendars accordingly. There are many important things for us to discuss. We will review preliminary word from the Annual Conference Committee; we will have a progress report from the Editorial Board on the JOURNAL; there will be a progress report on the major professional training proposal the Board adopted at its January meeting -- to mention but a few.

All good regards -- see you in New Haven!

File NAIRO

April 2, 1965

Mr. Frederick B. Routh
Executive Director
N. A. I. R. O.
2027 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Fred:

I don't see how I possibly could make the New Haven meeting. I gather, however, that some messy issues may come up. K. C. Jones talked to me about this briefly when he was here, and I have read your memorandum of March 16. Would it be of any help for me to write to Casey, or to you, my views? I am not sure they would agree altogether with yours, but then I am not altogether clear what your views are.

I liked the sentence in John McKnight's report of October 1961, "But he should freely initiate policy proposals, give his professional view of policies proposed by others, and have considerable latitude in developing the best means of implementing policy once adopted." I think if I were at the meeting I would be in favor of reaffirming this sentence and then testing any specific activities by it.

Let me know what you wish me to do.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

Rec'd 4/1/65

MEMORANDUM

31 MARCH 65

TO: NAIRO LEADERSHIP

FROM: FRED ROUTH

SOME WEEKS BACK WE SENT AN ADVANCE NOTICE ABOUT THE FORTHCOMING NAIRO BOARD MEETING. WE NOW HAVE MORE DETAILS AND THERE HAVE BEEN SOME MODEST CHANGES IN THE SCHEDULE. NAIRO'S CAREER SERVICE BOARD WILL MEET IN NEW HAVEN THE DAY PRIOR TO THE NAIRO BOARD MEETING.

1. RESERVATIONS SHOULD BE MADE BY NAIRO BOARD AND CAREER SERVICE BOARD MEMBERS, WHO INTEND TO STAY OVER-NIGHT, AT THE MID-TOWN MOTOR INN; A RESERVATION FORM IS ENCLOSED FOR YOUR CONVENIENCE.

2. THE CAREER SERVICE BOARD WILL MEET AT 3:00 PM ON FRIDAY, APRIL 9TH AT THE BOARD OF EDUCATION CONFERENCE ROOM, 200 ORANGE STREET (4TH FLOOR); THIS IS WITHIN WALKING DISTANCE OF THE MID-TOWN INN.

3. THERE WILL BE A RECEPTION FOR NAIRO LEADERSHIP, INCLUDING THE CSB, IN GUILFORD FRIDAY EVENING; BUS SERVICE WILL LEAVE THE MID-TOWN INN AT 8:00 PM SHARP. RETURN BUS SERVICE IS ALSO ARRANGED.

4. THE NAIRO BOARD WILL MEET IN THE BOARD OF EDUCATION CONFERENCE ROOM AT 9:30 AM, SATURDAY, APRIL 10TH. A PROPOSED AGENDA IS ENCLOSED. LUNCHEON WILL BE AT THE MEN'S GRILLE OF THE YALE FACULTY CLUB; IT WILL BE SPONSORED BY LLOYD DAVIS' COMMISSION; THE MAYOR, RICHARD LEE, WILL BE PRESENT. THE AFTERNOON SESSION OF THE BOARD WILL ADJOURN NO LATER THAN 4:30.

5. THERE IS GOOD TRAIN SERVICE BETWEEN NY AND NEW HAVEN ON THE NEW YORK, NEW HAVEN AND HARTFORD RAILROAD LEAVING FROM GRAND CENTRAL. IT'S AN HOUR AND A HALF TO THREE QUARTERS RUN FROM NY TO NEW HAVEN. THERE IS ALSO TWO HOUR EXPRESS BUS SERVICE.

THIS AN IMPORTANT MEETING OF NAIRO'S BOARD, THE AGENDA IS HEAVY;

WE HOPE YOU WILL MAKE EVERY EFFORT TO ATTEND.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N. W. • WASHINGTON 6, D. C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

WHERE - WHEN - HOTELS !

TENTATIVE AGENDA - APRIL 10, 1965

WELCOME - LLOYD DAVIS, CHAIRMAN, CONNECTICUT STATE CHAPTER

PRESIDENT'S REPORT

EXECUTIVE DIRECTOR'S REPORT

TREASURER'S REPORT

ACTION ON BUDGET

1965 ANNUAL CONFERENCE REPORTS

COMMISSION REPORTS

COMMITTEE REPORTS

SPECIAL REPORTS

CHAPTER REPORTS

REGIONAL REPORTS

CSB REPORT

PROPOSAL RE EDUCATION & TRAINING

JOB DESCRIPTION OF EXECUTIVE DIRECTOR

BYLAWS AMENDMENTS - REQUEST FOR

MEMBERSHIP
- MEMBERSHIP CUT-OFF OF NON PAYERS OF DUES
- LOWER DUES FOR RETIREES
- LIFE MEMBERS
  1. NEW RATE
  2. WALL PLAQUE OR CERTIFICATE
- MEMBERSHIP CERTIFICATES

REQUEST FOR BIDS TO '67 CONFERENCE BY JULY 1

AUTHORIZATION TO PRESIDENT AND EXECUTIVE DIRECTOR TO GRANT REQUESTS OF CHAPTERS FOR LOCAL DUES.

Rec'd 3/19/65

MEMORANDUM

16 March 65

TO: NAIRO Leadership

FROM: Fred Routh

It has been the feeling of NAIRO's President, K. C. Jones, that some of the current members of the NAIRO Leadership are not fully aware of the role assigned the Executive Director by previous actions of the NAIRO Board of Directors. In order to make this knowledge available to current leadership, the following excerpts from Board Minutes are presented.

"Edward Rutledge presented a job description re-defining the role and function of the executive director (attached). *** The description was approved with one change, deletion of the second half of section (g) beginning: '... including such duties...' (Rutledge-Jones, carried). The Legal Counsel recommended that the Board suggest a By-Laws change at the next Annual Meeting, to take cognizance of the new staff title, 'executive director.'"
From Page 8, Board of Directors Meeting, February 2-3, 1962; Pittsburgh, Pennsylvania

"Job Description I: NAIRO Executive Director
Context. As the professional association of intergroup relations workers, NAIRO presents a relatively new and unformed profession. It must function as a creative force in the definition and development of a field still shrouded in confusion and subject to strong negative biases. Much of the needed creativity, 'image-making,' and innovation must originate with the chief executive officer, who is presently the only full-time exponent of the field, and one who has no conflicting allegiances. He should function as a 'strong executive,' taking care that he does not usurp the broad policy-making functions of the Board or the membership -- and that he does not inhibit or discourage the sort of dedicated and active participation by officers, directors, and members that has kept NAIRO alive for fourteen staffless or short-staffed years.

* * * *

Function. Within the limits of broad governing policy adopted by the Board or membership, and subject to direction or approval by the Board or officers, the Executive Director shall be responsible for:

(a) implementing policy decisions of the Board and membership, participating (without vote) in their formulation and with freedom to initiate policy proposals;
(b) initiating and directing program activities that are not the assigned responsibility of committees or other NAIRO bodies, and coordinating those activities that are;

(c) SERVING AS PUBLIC SPOKESMAN FOR, AND INTERPRETER OF, NAIRO AND THE PROFESSION, BOTH INSIDE AND OUTSIDE THE INTERGROUP RELATIONS FIELD;
(d) COORDINATING OR INITIATING APPROACHES TO FOUNDATIONS AND OTHER ACTIVITIES DESIGNED TO SECURE FUNDS FOR BASIC OPERATION OF THE ASSOCIATION AND FOR SUCH PROGRAM OR STAFF EXPANSION AS SHALL BE APPROVED BY THE BOARD;
(e) ESTABLISHING AND MAINTAINING LIAISON WITH INDIVIDUAL MEMBERS AND OTHER PROFESSIONAL WORKERS, INTERGROUP RELATIONS AGENCIES, EDUCATION INSTITUTIONS, PROFESSIONAL ASSOCIATIONS AND OTHER ORGANIZATIONS IN ALLIED FIELDS, FOUNDATIONS, AND ARMS OF GOVERNMENT AT ALL LEVELS;
(f) SUPERVISING AND COORDINATING THE ACTIVITIES OF NAIRO STAFF WORKERS, WITH PRIMARY RESPONSIBILITY FOR THEIR SELECTION;
(g) ADMINISTERING THE AFFAIRS OF THE ASSOCIATION, INCLUDING SUCH DUTIES OF TREASURER AND SECRETARY AS SHALL BE DELEGATED TO HIM BY THE BOARD; AND
(h) SERVING THE MEMBERS, COMMITTEES, COMMISSIONS, CHAPTERS, AND REGIONS OF NAIRO, WITH FREEDOM TO INITIATE PROPOSALS FOR THEIR STUDY OR ACTION."

THE ACTION TAKEN AT THE FEBRUARY 1962, NAIRO BOARD MEETING IN PITTSBURGH, WAS BASED ON ACTIONS TAKEN AT THE PREVIOUS BOARD MEETING OF NOVEMBER 10-11, 1961, HELD IN SAN FRANCISCO. IT FOLLOWS.

"DISCUSSION OF THE REPORT ON THE ROLE AND FUNCTION OF THE EXECUTIVE SECRETARY, DEVELOPED BY JOHN MCKNIGHT AT THE REQUEST OF THE PRESIDENT, BROUGHT EARLY CONSENSUS ON A SHIFT IN EMPHASIS FROM INTERNAL TO EXTERNAL INTERPRETATION OF INTERGROUP RELATIONS NEEDS AND DIRECTIONS, FROM THE ROLE OF 'CREATIVE IMPLEMENTATION' TO THAT OF INCREASING INITIATION OF PROGRAM (WITHOUT USURPING THE POLICY-MAKING FUNCTIONS OF THE BOARD). A STATEMENT ON THE ROLE AND FUNCTION OF A 'STRONG EXECUTIVE' CONTAINED IN THE MCKNIGHT REPORT (APPENDIX IV) WAS ADOPTED AS A GUIDELINE, AROUND WHICH THE EXECUTIVE SECRETARY AND BOARD MEMBERS TO BE APPOINTED BY THE PRESIDENT WOULD DEVELOP A SPECIFIC JOB DESCRIPTION. (RUTLEDGE-SHINERT, CARRIED).
SINCE THE TITLE OF EXECUTIVE SECRETARY HAD BEEN CHOSEN ORIGINALLY TO FIT THE ROLE OF ONE WHO WOULD SERVE AS A POLICY IMPLEMENTER OR 'SERVANT OF THE BOARD' ONLY, THE BOARD AUTHORIZED CREATION OF A NEW TITLE TO FIT THE NEW RESPONSIBILITIES OF THE POSITION. (RUTLEDGE-SHINERT, CARRIED). AMONG TITLES SUGGESTED WERE: EXECUTIVE DIRECTOR, CHIEF EXECUTIVE OFFICER, AND EXECUTIVE VICE-PRESIDENT.
JOHN MORSELL NOTED THAT IT WAS THE MAN, NOT THE TITLE, THAT DETERMINED THE ROLE, AND SUGGESTED THAT RETENTION OF 'EXECUTIVE SECRETARY' BE NOT OVERLOOKED AS A POSSIBILITY.
JOHN LASSOE NOTED THAT PRIORITY HAD BEEN GIVEN IN THE PAST TO INTERNAL ORGANIZATION, SERVICE TO MEMBERS, RECRUITMENT OF NEW MEMBERS, AND ADMINISTRATIVE DUTIES; THE SAME AMOUNT OF TIME MUST NOW INCLUDE SUCH NEW EMPHASES AS EXTERNAL INTERPRETATION AND PROGRAM INITIATION. THIS WILL HAVE ITS EFFECT ON THE FORMER DUTIES, ESPECIALLY IN TERMS OF TRAVEL AROUND THE COUNTRY."
FROM PAGES 4 AND 5, BOARD OF DIRECTORS MEETING, NOVEMBER 10-11, 1961; SAN FRANCISCO, CALIFORNIA

"FROM TASK FORCE REPORT PREPARED BY JOHN MCKNIGHT, OCTOBER 1961: ROLE AND FUNCTION OF THE NAIRO EXECUTIVE SECRETARY

'WHAT IS NEEDED IS A COMPOSITE OF ALL THREE TYPES. NAIRO'S CHIEF PROFESSIONAL SHOULD FUNCTION AS A 'STRONG EXECUTIVE.' HE SHOULD NOT USURP THE BROAD POLICY-MAKING FUNCTIONS OF THE BOARD OF THE MEMBERSHIP. BUT HE SHOULD FREELY INITIATE POLICY PROPOSALS, GIVE HIS PROFESSIONAL VIEW OF POLICIES PROPOSED BY OTHERS, AND

HAVE CONSIDERABLE LATITUDE IN DEVELOPING THE BEST MEANS OF IMPLEMENTING POLICY ONCE ADOPTED.

'HE SHOULD CONTINUOUSLY ASSESS THE NEEDS AND OPPORTUNITIES OF NAIRO AND THE FIELD, AND HE SHOULD ACT READILY ON THE BASIS OF HIS ASSESSMENTS AND HIS BEST JUDGMENT, WITHIN THE LIMITS OF BROAD GOVERNING POLICY. THE BOARD SHOULD ESTABLISH MECHANISMS FOR PROVIDING SWIFT POLICY GUIDANCE AND DECISIONS WHEN THESE ARE NECESSARY; HE SHOULD NOT BE SO LIMITED BY COMBERSOME ORGANIZATIONS MACHINERY THAT HE CANNOT RESPOND TO NEW SITUATIONS UNTIL MONTHS HAVE ELAPSED. THE EXECUTIVE SHOULD ALSO BE A PUBLIC SPOKESMAN FOR, AND INTERPRETER OF, NAIRO AND THE PROFESSION. HE SHOULD DO THIS AS THE ONLY FULL-TIME EXPONENT OF THE FIELD, AND ONE WHO HAS NO CONFLICTING ALLEGIANCES. HE SHOULD ESTABLISH AND MAINTAIN LIAISON NOT ONLY WITH MEMBERS OF NAIRO, BUT WITH AGENCIES AND INDIVIDUALS, PUBLIC AND PRIVATE, THAT WANT OR NEED BETTER UNDERSTANDING OF NAIRO'S CONCERNS.

'MY REASONS FOR ADVOCATING SO STRONG AND COMPREHENSIVE A ROLE ARE THESE:

'THE VERY FACT THAT NAIRO IS AN ORGANIZATION OF PROFESSIONALS CREATES A NEED FOR A STRONG EXECUTIVE. NAIRO'S POLICY-MAKERS ALL HAVE THEIR OWN ORGANIZATIONAL CONCERNS;THEY CANNOT ACT AND SPEAK CONSISTENTLY FOR THE WHOLE FIELD. BECAUSE THEY ARE MEMBERS OF THE SAME PROFESSION, THEIR DISAGREEMENTS ARE LIKELY TO BE FREQUENT. ONLY A STRONG EXECUTIVE CAN OFFSET THESE LIABILITIES.

'NAIRO NEEDS NO CARETAKER ADMINISTRATION; IT NEEDS TO DEVELOP MORE WORTH TAKING CARE OF. IT REPRESENTS A RELATIVELY NEW AND UNFORMED PROFESSION. IT IS NOT A HOLDING OPERATION FOR AN ESTABLISHED AND POWERFUL GROUP, BUT A CREATIVE FORCE IN THE DEFINITION AND DEVELOPMENT OF A FIELD STILL SHROUDED IN CONFUSION AND SUBJECT TO STRONG NEGATIVE BIASES. MUCH OF THE NEEDED CREATIVITY, 'IMAGE-MAKING,' AND INNOVATION MUST ORIGINATE WITH THE EXECUTIVE.

'FINALLY, LET ME MAKE IT CLEAR THAT I AM NOT ADVOCATING A ONE-MAN ORGANIZATION. OFFICERS, BOARD, AND MEMBERS OF NAIRO SHOULD BE ACTIVE IN ITS AFFAIRS. BUT IT IS UNLIKELY THAT THEY WILL BE PRODUCTIVELY ACTIVE UNLESS THEY ARE WISELY ACTIVATED, AND THAT IS VERY LARGELY A FUNCTION OF THE EXECUTIVE. TO PUT IT ANOTHER WAY, HE SHOULD USE, AS WELL AS BEING USED BY, THE MEMBERS AND THE BOARD.'

File - Nairo - Fred Rough

October 6, 1965

Mr. Frederick B. Rough
Executive Director
N. A. I. R. O.
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Freddie:

Another baby - 9 months old; another boss - 6 days old! Please change your mailing list accordingly.

Sincerely,

Mildred M. Johnson

MMJ

NOTE-O-GRAM®
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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D.C. 20006 • PHONE 387-7050

MESSAGE

TO

Mrs. Mildred M. Johnson,
Secretary to the Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

DATE

8 Oct 65

Dear Mildred-baby:

Thanks for your note; we have made necessary changes on our list en re: Anthony and Dunbar...have not done so for your new daughter !

CONGRATULATIONS ! On both events new daughter, new boss.

Hope to see you in November for SRC's Annual Conference; will see Paul at NAIRO's.

love,

Freddie

BY

INSTRUCTIONS TO SENDER:

1. KEEP YELLOW COPY. 2. SEND WHITE AND PINK COPIES WITH CARBON INTACT.

REPLY

DATE

File
NAIRO
Freddie B. Rowell

SIGNED

INSTRUCTIONS TO RECEIVER:

1. WRITE REPLY. 2. DETACH STUB, KEEP PINK COPY, RETURN WHITE COPY TO SENDER.

File
NAIRO
Fred. Routh

October 22, 1965

Mr. Frederick B. Routh
Executive Director
N. A. I. R. O.
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Fred:

Indian giver!

Sincerely,

Paul Anthony
Executive Director

PA/mmj
enclosure - 1.

the washingtonian MAGAZINE

PAUL ANTHONY
SOUTHERN REG COUNCIL 96
5 FORSYTH ST NW
ATLANTA GA 30303

PLEASE DETACH and RETURN WITH YOUR REMITTANCE . . . $3.00

FOR ONE YEAR CHARTER SUBSCRIPTION

the washingtonian MAGAZINE $3.00

See NAIRO, Fred Routh

November 1, 1965

Mr. Frederick B. Routh
Executive Director
NAIRO
2027 Massachusetts Avenue, N.W.
Washington 6, D. C.

Dear Fred:

Your "Brains" letter head is so painfully true I doubt you should use it.

The Annual Meeting begins Sunday, November 14, at 2:00 P.M. -- ends Tuesday lunch. I hope NAIRO can afford a hotel room at the Biltmore where everybody will be staying. If so, let Mildred know immediately to make reservations. If not you're welcome to the use of the living room couch and my car -- daylight hours only on car!

Look forward to seeing you.

Sincerely,

Paul Anthony
Executive Director

PA:mm

File
NAIRO -
Fred Routh

November 2, 1965

Mr. Frederick B. Routh
Executive Director
N. A. I. R. O.
2027 Massachusetts Avenue
Washington, D. C.

Dear Freddie-B:

Here they are - photo and biog for the Chief! Please return the glossy when you've finished with it.

Sincerely,

Mildred

ENCLOSURES - 2.

Recd 10/4/65

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

28 October 65

TO: NEW & RE-ELECTED OFFICERS & BOARD MEMBERS

FROM: FRED ROUTH

SUBJECT: SEPT-OCT NEWSLETTER

Toward the end of next week, I hope to send the Sept-Oct issue of the NAIRO Newsletter to our printer. In it, I hope to feature our new Officers and Board members, and also those re-elected.

Would you please send me at once a recent photograph and a brief biographical sketch. I will edit the sketch to make all the various versions somewhat alike; I promise not to alter the photo !

Warm regards

Fred

File
NAIRO - Fred Routh

MEMORANDUM December 3, 1965

sp

To: BCC

From: MMJ

Bernice,

Please package up 20 copies of our Special Report on School Desegregation and mail to Freddie Routh (label attached)

thanx, mmj

January 11, 1966

Mr. Frederick B. Routh
Executive Director
NAIRO
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Fred:

One of these days soon I will write Don. Relax.

I hope you know how anxious I am to attend your Board Meeting but it is simply impossible. As usual I am behind in what has to be done and the Executive Committee, yesterday, added several more things to that list. Please express my regrets and accept them.

Hope to see you soon.

Sincerely,

Paul Anthony
Executive Director

PA/km

P.S.: Please call Tartt Bell and pass this information on, also with sincere regrets.

March 7, 1966

Mr. Frederick B. Routh
Executive Director
NAIRO
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Fred:

My schedule is completely fouled up and it now looks as if I will be in New York Thursday and Friday. Certainly, I will be unable to make the meeting at the Community Relations Service.

But at this point nothing is certain except that I shall be in New York Friday afternoon. Should things change I will let you know.

Sincerely,

Paul Anthony
Executive Director

PA/km

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
JOHN HOPE II, PRESIDENT
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

Rec'd 3/4/66

3 March 66

Mr. Paul Anthony, Executive Director
The Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Paul:

Sorry you couldn't make the meeting of NAIRO's Commission on Intergroup Relations Problems in International Affairs. We all missed you but have kept your name in the "pot" for the trip. Actually, the meeting was quite small for quite a number had to bow out at the last moment. However, Danzig, Fleming, Feild, Bill Taylor and I had quite a session and are moving ahead.

Sounds like SRC is really hiting the heights when the Attorney General comes down to speak; good work ! Harold said he had quite a trip on the A-G's plane. I have sent you a clipping from the Washington Post on it; Bobby Baker's (the other Bobby Baker).

Speaking of the Attorney General, I testified today right after he did before the Sub-Committee on Executive Reorganization of the Senate Committee on Governemt Operations. We took opposite sides of the question of the transfer of CRS to Justice. You will be receiving a copy of my testimony in the next few days as part of the NAIRO Board membership. It was well received by Ribicoff and Javits and also by the people in the audience.

That's all for now; warm regards all around.

as ever,

Fred

FBR/mtf

Frederick B. Routh
Executive Director

PS - See you next week at the ~~Civil Rights~~ CRS meeting!
F.

Bring up Rec 3/21/64
April 15

file
NAIRO
Frederick B. Routh

Joe

NOTICE OF BOARD MEETING

TO: NAIRO LEADERSHIP

FROM: FRED ROUTH

SUBJECT: APRIL MEETING OF THE NAIRO BOARD

THE NAIRO BOARD OF DIRECTORS WILL MEET ON SATURDAY, APRIL 23RD IN ATLANTA, GEORGIA. THERE WILL BE A RECEPTION FOR THE BOARD THE PREVIOUS EVENING, FRIDAY, APRIL 22ND.

AN AGENDA FOR THE MEETING AND DETAILS AS TO TIME AND PLACE WILL BE SENT TO YOU WELL PRIOR TO THE MEETING.

I LOOK FORWARD TO SEEING YOU IN ATLANTA; TIL THEN, WARM REGARDS.

NAIRO BOARD MEETING

WASHINGTON, D.C.

NAIRO HEADQUARTERS

22 JANUARY, 1966

PRESENT:

ABE CITRON	ED MARCINIAK	JOE ROBISON
LLOYD DAVIS	BOOKER MCGRAW	ED RUTLEDGE
JOHN FEILD	HOWARD MCKINNEY	GEORGE SCHERMER
JOHN HOPE	CHARLOTTE MEACHAM	FRED SCHREIBER
CASEY JONES	MERLIN MYERS	STUART SHANNONHOUSE
VI KANATZ	PAUL RILLING	DEAN SHORT
ART LEVIN.	PETE ROBERTSON	MURIEL SNOWDEN

STAFF: FRED ROUTH & PENNY WRIGHT

I WELCOME AND REMARKS

JOHN HOPE WELCOMED BOARD MEMBERS AND EXPRESSED APPRECIATION FOR THE DELIGHTFUL PARTY GIVEN FOR THE BOARD BY ART AND IDA LEVIN AND THE WASHINGTON CHAPTER.

HE STATED THAT IN VIEW OF THE GROWTH OF THE FIELD AND THE SWIFT PACE OF EVENTS, NAIRO HAD AN EVER INCREASING ROLE; THAT WE MUST WORK TO INCREASE THE PROJECTS OF NAIRO AT THE NATIONAL LEVEL AND THE SERVICE OF NAIRO AT THE LOCAL LEVEL; MAKE OUR CHAPTERS CENTERS OF LEADERSHIP TRAINING AND PROFESSIONAL GROWTH. HE HOPED THAT WE COULD WEAVE OUR ACTIVITIES IN A PRACTICAL WAY SO THAT THEY WOULD CULMINATE IN A LOS ANGELES CONFERENCE SERVING THE NEEDS AND INTERESTS OF OUR MEMBERS AND THE FIELD OF INTERGROUP RELATIONS.

II ADOPTION OF AGENDA

ABE CITRON WANTED TO MAKE CERTAIN GALEN MARTIN'S CONCERN ON TASK FORCE TO RIDE HERD, NUDGE AND ACT AS CONSCIENCE OF FEDERAL GOVERNMENT ON INTERGROUP RELATIONS, WAS COVERED. HE WAS ASSURED THAT IT WAS.

CASEY JONES INDICATED WE NEEDED TO APPROVE MINUTES OF MEETING OF 18 OCTOBER, AS WELL AS 22 OCTOBER. JOHN HOPE WANTED TO ADVANCE POSITION OF PRESIDENTIAL APPOINTMENTS AND NOMINATIONS TO POINT 3. STUART SHANNONHOUSE WANTED A SPOT TO DISCUSS PRACTICE OF SUBMITTING A NUMBER OF NOMINEES FOR ONE POST.

DEAN SHORT WANTED SPOT TO PRESENT INVITATION OF PHILADELPHIA CHAPTER FOR THE NATIONAL CONFERENCE OF 1968.

THE AGENDA WAS ADOPTED WITH THESE CHANGES AND CONSIDERATIONS.

JONES AND DAVIS

III APPROVAL OF MINUTES OF BOARD MEETINGS

A. MEETING OF 18 OCTOBER, 1965

CASEY JONES LISTED THE FOLLOWING SEVEN PERSONS WHO WERE PRESENT AT THAT MEETING AND NOT SO LISTED: THERON JOHNSON, JOHN BUGGS, GEORGE CULBERSON, IRVING GOLDABER, HERMAN LONG, ROBERT COATES, JOEL OLLANDER.

ALSO, CHARLOTTE MEACHAM SHOULD BE SHOWN AS A VISITOR AT THAT SESSION. ABE CITRON WAS LISTED AS PRESENT, BUT WAS NOT.

THESE CORRECTIONS WERE ACCEPTED BY COMMON CONSENT, AND THE MINUTES WERE ACCEPTED, AS CORRECTED.

B. MEETING OF 22 OCTOBER, 1965

THESE MINUTES WERE ACCEPTED BY COMMON CONSENT AS MAILED.

IV APPOINTMENTS AND NOMINATIONS OF THE PRESIDENT

A. REGIONAL CHAIRMEN

THE PRESIDENT ANNOUNCED THAT IN MAKING APPOINTMENTS FOR REGIONAL CHAIRMEN HE PLACING THESE IN RESPONSE TO OPPORTUNITIES FOR NEW MEMBERSHIP AND CHAPTER ORGANIZATION, RATHER THAN ADHERING TO STRICT GEOGRAPHY. HE PROPOSED THE FOLLOWING NOMINATIONS:

1.	SOUTHERN REGION	FRANK MAGRATH	NCCJ	MIAMI
2.	NORTHEAST	THERON JOHNSON	NY STATE EDUC. DEPT.	ALBANY
3.	NORTHCENTRAL	MRS. VIOLA KANATZ	MINN. SCAD	ST. PAUL.
4.	NORTHWEST	AL COWLES	WASH. STATE CIVIL RTS COM	SEATTLE
5.	SOUTHWEST	GEORGE ROYBAL	FEDERAL GOVT	TEXAS
6.	MIDDLE ATLANTIC	DON WENDELL	POVERTY PROG	NEWARK
7.	GREAT LAKES	ABE CITRON	DETROIT PUBLIC SCHOOLS	DETROIT
8.	MIDDLE SOUTH	JAMES MCDONALD	POVERTY PROG	DURHAM, N.C.
9.	PENNSYLVANIA	ARTHUR EDMUNDS	URBAN LEAGUE	PITTSBURGH
10.	CENTRAL	PETE ROBERTSON	STATE COMM.	JEFFERSON CITY

THESE NOMINATIONS WERE UNANIMOUSLY APPROVED

JOHN FEILD AND CASEY JONES

B. MEMBERSHIP CHAIRMAN

THE PRESIDENT WAS GIVEN APPROVAL OF THE NAME OF AILEEN HERNANDEZ OF THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

JONES AND RUTLEDGE

C. MEMBERS AT LARGE FOR THE NOMINATING COMMITTEE

APPROVAL WAS GIVEN FOR THE NAMES OF HOWARD MCKINNEY AND THERON JOHNSON.

JOE ROBISON AND
CHARLOTTE MEACHAM

D. POLICE RECORDS AND INTERGROUP RELATIONS

IT WAS DECIDED TO REQUEST THE RESEARCH COMMISSION OF NAIRO, HEADED BY ARTHUR JOHNSON OF DETROIT, TO IMPLEMENT THE RESOLUTION ON THIS SUBJECT PASSED AT THE 1965 CONFERENCE.

THE RESEARCH COMMISSION IS TO UNDERTAKE A PRELIMINARY INVESTIGATION OF WHAT ORGANIZATIONS ARE WORKING ON THIS SUBJECT, WHAT PROJECTS ARE PERTINENT TO OUR INTERESTS, AND HOW NAIRO MIGHT BEST LEND AID AND SUPPORT TOWARD FURTHERING OUR PARTICULAR INTERESTS IN WORK CARRIED OUT BY OTHER AGENCIES. THE AMERICAN CONGRESS OF CORRECTION, THE NATIONAL COUNCIL ON CRIME AND DELINQUENCY, THE NATIONAL CRIME COMMISSION, THE POVERTY PROGRAM, WERE MENTIONED AS WAS THE GEORGETOWN UNIVERSITY LAW SCHOOL, HOWARD UNIVERSITY LAW SCHOOL, AS SOME SOURCES. IT WAS RECOMMENDED THAT MERLIN MEYERS, WHOSE AGENCY IS INVOLVED IN THIS QUESTION, BE PLACED ON THE RESEARCH COMMISSION.

FRED ROUTH IS TO WRITE TO ART JOHNSON EXPLAINING CLEARLY WHAT THE BOARD IS REQUESTING AS A REPORT.

RUTLEDGE AND SHANNONHOUSE

REQUESTING TO BE RECORDED AS OPPOSING THIS MOTION WERE PETE ROBERTSON, ART. LEVIN AND JOHN FEILD.

E. COMMISSION ON INTERRELIGIOUS AFFAIRS

THE NAME OF RABBI ARTHUR GILBERT WAS UNANIMOUSLY ACCEPTED.

JONES AND RUTLEDGE

F. COMMISSION ON MANPOWER DEVELOPMENT AND UTILIZATION

EDWARD SHELTON WAS UNANIMOUSLY ACCEPTED.

RUTLEDGE AND FEILD

G. COMMISSION ON EDUCATION

THE PRESIDENT REQUESTED ADVICE FROM THE BOARD ON NAMES. HE WAS GIVEN AUTHORITY TO ACT.

FEILD AND MARCINIAK

V EXECUTIVE DIRECTOR'S REPORT

(SEE DIRECTOR'S BOX - NOVEMBER-DECEMBER NEWSLETTER)

REPORT ON MEMBERSHIP & DUES

IN REACTION TO THE REPORT OF THE DIRECTOR THAT WE NOW HAVE 1400 MEMBERS, JOE ROBISON, PETE ROBERTSON AND OTHERS ASKED FOR A REPORT FROM FRED AT NEXT BOARD MEETING SHOWING:

A. NUMBER OF REGULAR MEMBERS IN GOOD STANDING
B. NUMBER IN ARREARS AND BY HOW MUCH TIME
C. NUMBER OF STUDENT MEMBERS
D. LIFE MEMBERS
E. DUES RECEIVED FROM CATEGORIES A, C, D (EACH) IN 1965

- PETE ROBERTSON SUGGESTED RE-CONSIDERATION OF FISCAL YEAR CORRESPONDING WITH DATES OF OUR ANNUAL CONFERENCE.

REPORT ON CERTIFICATES AND PLAQUES

CASEY JONES ASKED ABOUT PROGRESS OF MEMBERSHIP CERTIFICATES, WALL PLAQUES FOR LIFE MEMBERS; AND CODE OF ETHICS.

FRED REPORTED THAT ALL REGULAR MEMBERS FOR 1966 WERE GETTING CERTIFICATES WHICH WOULD SOON BE PRINTED. WALL PLAQUES FOR LIFE MEMBERS ARE BEING PLANNED HOPEFULLY TO COST NO MORE THAN TEN TO TWENTY DOLLARS EACH.

REPORT ON CODE OF ETHICS

THE CODE OF ETHICS UNDER GALEN MARTIN'S CHAIRMANSHIP HAS BEEN SENT TO ALL CHAPTERS FOR THEIR DISCUSSION AND CONSIDERATION. THERE SHOULD BE A REPORT ON THEIR REACTIONS AT THE JULY MEETING - IT WAS ALSO PRINTED IN THE NOVEMBER-DECEMBER NAIRO NEWSLETTER.

STAFF PRIORITIES

CASEY JONES SUGGESTED THAT THERE SHOULD BE A REGULAR REVIEW BY THE BOARD OF THE ACTIVITIES, WORK LOAD, AND PRIORITIES OF THE EXECUTIVE DIRECTOR.

IT WAS THE CONSENSUS OF THE BOARD THAT THIS IS THE RESPONSIBILITY OF THE PRESIDENT, WITH THE EXECUTIVE COMMITTEE.

JOHN SAID THAT HE WOULD TAKE UNDER ADVISEMENT THE DISCUSSION AND WOULD ACT TO MEET THE NEEDS EXPRESSED. HE STATED THAT TOO OFTEN BOARD MEMBERS THINK UP THINGS TO DO AT MEETINGS AND THEN LEAVE FOR HOME AND THE PRESIDENT AND EXECUTIVE ARE LEFT TO IMPLEMENT THE DECISIONS.

INTERLOCKING SESSIONS: WITH 1966 CONFERENCE OF NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING

ED RUTLEDGE ASKED FOR AN EXPRESSION OF OPINION ON INTERLOCKING CONFERENCE DATES IN LOS ANGELES AS HAD BEEN ARRANGED IN CHICAGO IN 1965. THIS WAS FAVORABLY RECEIVED; IT BEING FELT THAT CAREFUL PLANNING WAS NECESSARY TO MAXIMIZE BENEFITS. IT WAS FELT THAT THE HOUSING CONFERENCE PRECEDING THE NAIRO CONFERENCE WOULD BE AN EXCELLENT ARRANGEMENT. THE NAIRO CONFER-

ENCE IS SCHEDULED FOR OCTOBER 15-18, 1966.

JOHN BUGGS WILL ACT AS LIAISON WITH THE BOARD ON PLANS FOR THE 1966 CONFERENCE.

VI BUDGET REPORT

DETAILED SHEETS ON OPERATIONS, FUNDED PROGRAMS, NAIRO INCOME AND DISBURSEMENTS, BUDGET PROPOSAL, ARE ATTACHED.

IT WAS NOTED THAT WE SHOW A CONSIDERABLE PROFIT FROM SALE OF PUBLICATIONS, AND RECOMMENDED THAT THIS BE CONSIDERED SERIOUSLY AS SOURCE OF ADDED INCOME IN 1966.

IT WAS ALSO NOTED THAT WE BEGAN 1965 WITH A SURPLUS OF $4,000.00, AND WE BEGIN 1966 WITH A SURPLUS OF $2,000.00.

CASEY JONES NOTED THAT THE BUDGET SHOWS THAT TO MAINTAIN THE JOURNAL WE NEED TO OBTAIN $10,000, WHICH WE DO NOT HAVE NOW IN SIGHT. IT WAS FELT THAT WE OUGHT TO HAVE A REPORT ON POSSIBLE SOURCES FOR THIS AND WHAT THE SITUATION INDICATES AT THE NEXT BOARD MEETING.

ED MARCINIAK NOTED THAT TWO GRANTS FURNISHING CONSIDERABLE INCOME TERMINATE IN 1967. WE OUGHT TO BE PLANNING NOW FOR REPLACEMENT.

PAUL RILLING'S PROPOSED BUDGET OF $41,000 FOR 1966 WAS ACCEPTED.

MARCINIAK AND FEILD

VII RESOLUTIONS PROCEDURE FOR ANNUAL CONFERENCE

JOE ROBISON READ SUGGESTED PROVISIONS WHICH HE HAD WORKED OUT (WITH ASSISTANCE OF ART LEVIN AND FRED ROUTH) DEFINING THIS PROCEDURE. NO CONSENSUS COULD BE REACHED; IT WAS AGREED THAT JOE WILL RE-WORK THESE SUGGESTIONS, CIRCULATE THE PROPOSALS TO THE BOARD IN ADVANCE OF THE NEXT MEETING, WHERE THEY WILL AGAIN BE DISCUSSED.

VIII PROGRAM DEVELOPMENT: REPORT OF ART LEVIN

WASHINGTON MEMBERS OF THIS COMMITTEE HAVE BEEN BROUGHT TOGETHER AND ARE WORKING ON SUGGESTIONS FOR CHAPTER MEETINGS AND ACTIVITIES. THEY PRODUCED SUGGESTIONS USED IN LLOYD DAVIS' MEMO OF 17 JANUARY TO CHAPTER CHAIRMEN. OUT-OF-TOWN MEMBERS WILL BE INVOLVED.

HOWEVER, HIS BASIC CONCERN IS TO FOCUS THE THOUGHT OF HIS COMMITTEE ON: WHAT IS THE FIELD OF NAIRO?

IN GOING OVER THE RESOLUTIONS OF THE 1965 CONFERENCE, FOR EXAMPLE, ONE CAN FIND A VARIETY OF CONCERNS, LEADING TO WIDELY DIVERGENT CONCEPTIONS OF WHAT IT IS THAT WE SHOULD BE DOING. HE HOPES HIS COMMITTEE CAN MAKE A CONTRIBUTION TO THE QUESTION: WHAT IS THE BUSINESS OF NAIRO?

IX CHAPTER DEVELOPMENT: REPORT OF LLOYD DAVIS

THE TASK OF THIS SPECIAL COMMITTEE, NOW CONSISTING OF 23 REPRESENTATIVE MEMBERS, IS TO:

(A) AID CHAPTERS
(B) BUILD NEW CHAPTERS
(C) ESTABLISH SOME STANDARDS AND UNIFORMITY IN CHAPTER RESPONSIBILITY AND PROCEDURE

A FOUR-PAGE QUESTIONNAIRE WAS SENT OUT TO ALL 17 CHAPTERS. TEN CHAPTERS, SO FAR, HAVE REPLIED. ALL WERE STIMULATED BY THE QUESTIONNAIRE. LLOYD HAD DISTRIBUTED TO THE BOARD A SUMMARY OF THE REPLIES. HE STRESSED THAT:

(A) CHAPTERS NEED GUIDANCE TO MAKE THEIR PROGRAMS CONTRIBUTE TO PROFESSIONAL GROWTH OF THE MEMBERS
(B) THEY ARE NOT WORKING ON LEADERSHIP DEVELOPMENT
(C) THEY SEEM DESPERATE FOR PROMOTIONAL MATERIALS
(D) IN GENERAL, THE CHAPTERS INDICATE THAT THERE IS MUCH FLOUNDERING AND INDECISION ON PROGRAMMING.
(E) THEY HAVE NOT DISCUSSED THE STATEMENT ON PUBLIC POLICY
(F) THEY DO NOT HAVE AN ON-GOING PUBLIC RELATIONS PROGRAM
(G) THERE IS A NEED FOR AN UP-DATED "GUIDELINES FOR CHAPTER ACTIVITY"

LLOYD STATED THAT THERE APPEARED TO BE POSSIBILITIES FOR THE FORMATION OF ABOUT EIGHT NEW CHAPTERS.

HE RECOMMEDNED THAT FRED MAKE A BARNSTORMING TRIP TO REACH CHAPTERS IN TROUBLES AND CENTERS OF NEW CHAPTER ORGANIZATION. MANY MEMBERS OF THE NEW YORK CHAPTER ARE DISAPPOINTED BECAUSE THERE ARE NO MEETINGS AND NO ACTIVITY.

HE STATED THAT THERE IS A DEFINITE NEED TO INSURE THAT THE NATIONAL ORGANIZATION WILL HAVE AUTHORITY TO MAINTAIN MINIMUM STANDARDS FOR CHAPTER RESPONSIBILITY, AND TO TAKE A CHAPTER INTO RECEIVERSHIP TO REORGANIZE IT IF NECESSARY.

HE HAS ARRANGED WITH THE U.S. CIVIL RIGHTS COMMISSION, THE POST OFFICE DEPARTMENT AND THE HOUSING AND HOME FINANCE AGENCY TO LET LOCAL NAIRO LEADERSHIP KNOW WHEN TOP OFFICIALS OF THESE AGENCIES WILL BE IN THEIR AREAS SO THAT THEY MIGHT MEET WITH THE CHAPTERS. ADDITIONAL AGENCIES WILL BE REQUESTED TO JOIN IN THIS COOPERATION.

LLOYD PROPOSED SEVEN CHANGES IN THE BY-LAWS UNDER ARTICLE 18 TO COVER POINTS NEEDED IN THE NATIONAL-CHAPTER RELATIONSHIP:

"TITLE 5 (AMEND TO READ) EVERY LOCAL CHAPTER SHALL ELECT A PRESIDENT, A VICE-PRESIDENT, A SECRETARY, AND A TREASURER. IT MAY ELECT OR APPOINT SUCH OTHER OFFICERS AS IT DEEMS NECESSARY."

"TITLE 6: EVERY LOCAL CHAPTER SHALL HOLD AT LEAST 8 MEMBERSHIP MEETINGS PER YEAR AND SUCH OTHER BUSINESS AND SOCIAL EVENTS AS IT DEEMS ADVISABLE."

IT WAS FELT THAT THE TITLE OF THE CHIEF OFFICER OF A CHAPTER SHOULD BE THAT OF CHAIRMAN AND THE SECOND OFFICER SHOULD BE VICE-CHAIRMAN. THESE CHANGES WERE MADE. (CONSENSUS)

TURNING TO TITLE 6, IT WAS AGREED THAT THE REQUIREMENT OF EIGHT MEETINGS WAS TOO HIGH AND THIS WAS REDUCED TO SIX. (CONSENSUS)

"TITLE 7 (NEW TITLE) EVERY LOCAL CHAPTER SHALL ISSUE A PERIODIC NEWSLETTER OR SOME OTHER PUBLICATION AS A MEANS OF KEEPING ITS MEMBERSHIP INFORMED OF CHAPTER ACTIVITIES AND MATTERS OF INTEREST."

"TITLE 8 (NEW TITLE) EVERY LOCAL CHAPTER SHALL ESTABLISH A PUBLIC RELATIONS COMMITTEE OR ITS EQUIVALENT AS A MEANS OF MAINTAINING AN ON-GOING PROGRAM OF PUBLIC INFORMATION ABOUT NATIONAL NAIRO AND CHAPTER CONCERNS."

"TITLE 9 (NEW TITLE) EVERY LOCAL CHAPTER SHALL SPONSOR AT LEAST ONE MEETING DEVOTED TO A REPORT ON THE NAIRO ANNUAL CONFERENCE."

OLD TITLE 6,7,8 AND 9 SHALL REMAIN AS THEY ARE WORDED BUT SHALL BECOME TITLES 10, 11, 12, AND 13 RESPECTIVELY.

"TITLE 14 (NEW TITLE) THE NAIRO BOARD OF DIRECTORS SHALL HAVE THE AUTHORITY TO PLACE IN RECEIVERSHIP (INTO THE HANDS OF A RECEIVER OR OTHERS APPOINTED TO ADMINISTER CHAPTER AFFAIRS DURING A PERIOD OF REORGANIZATION) ANY CHAPTER WHICH HAS BEEN INACTIVE OVER SUCH A PERIOD OF TIME AS TO BE DETRIMENTAL TO THE BEST INTERESTS OF ITS MEMBERSHIP AND THE ASSOCIATION. THE NAIRO BOARD OF DIRECTORS SHALL ALSO HAVE THE RIGHT TO SUSPEND OR REMOVE FROM OFFICE ANY CHAPTER OFFICER WHOSE CONDUCT OR INACTIVITY IS SUCH AS TO DO HARM TO HIS CONSTITUENCY AND TO THE ASSOCIATION. THE NAIRO BOARD OF DIRECTORS WILL GIVE CONSIDERATION TO A PETITION, SIGNED BY 20% (BUT NOT LESS THAN FIVE MEMBERS) OF A CHAPTER'S MEMBERSHIP IN GOOD STANDING WITH NAIRO, FOR THE REMOVAL OF OFFICERS AND THE PLACING INTO RECEIVERSHIP THEIR CHAPTER."

THERE WAS DISCUSSION AS TO WHETHER TITLES 7, 8, 9 SHOULD BE IN THE BYLAWS OR WHETHER THEY SHOULD BE, IN A GUIDE FOR STANDARD CHAPTER PROCEDURE.

THE SUGGESTION WAS MADE ON TITLE 14 THAT WE NEED SOME KNOWLEDGE OF COMPARABLE PROCEDURE IN ORGANIZATIONS SIMILAR TO NAIRO.

BOOKER MCGRAW SUGGESTED THAT A GUIDE FOR CHAPTER ACTIVITIES BE DRAWN UP WHICH WOULD NOTE TWO LEVELS OF PROCEDURES AND PROGRAM:

(A) MANDATORY PROCEDURE AND ACTIVITIES
(B) DESIRABLE PROCEDURE AND ACTIVITIES

IT WAS DECIDED THAT THIS MATTER BE TURNED BACK TO LLOYD DAVIS AND HIS COMMITTEE WITH THE REQUEST THAT THEY RE-WORK IT ALONG LINES SUGGESTED BY BOOKER AND IN CONSIDERATION OF THE DISCUSSION. (CONSENSUS)

X <u>AD HOC TRAINING COMMITTEE: REPORT OF GEORGE SCHERMER</u>

THERE ARE INFORMAL CONFERENCES GOING ON WITH THE STAFF OF THE FORD FOUNDATION. THEY INDICATE QUITE POSITIVE INTEREST. THERE HAVE BEEN TWO CONFERENCES WITH THE LEADERSHIP OF THE NATIONAL ASSOCIATION FOR COMMUNITY DEVELOPMENT. ALL IS STILL IN THE NEOGOTIATION STAGE. A PROJECT PROPOSAL INVOLVING TRAINING B

INVOLVING TRAINING FOR BOTH GROUPS (NAIRO AND NACD) IS BEING WRITTEN.

THERE IS ONE KIND OF TRAINING NEEDED FOR THOSE COMING INTO THE FIELD ANYWAY VIA THE POVERTY PROGRAM, AND ANOTHER KIND, WITH MUCH MORE ACADEMIC CONTENT, FOR THOSE WHO CHOOSE TO ENTER THE FIELD OF INTERGROUP RELATIONS AS A CAREER.

JOHN FEILD, WHO IS A MEMBER OF THE NACD BOARD, REPORTED THAT THE PROGRAM OF TRAINING WOULD PROBABLY INCLUDE INTERNSHIPS, ON-THE-JOB TRAINING, SEMINARS, INSTITUTES, WORKSHOPS -- WITH A HIGH OVERLAP IN CONTENT NEEDED FOR NAIRO AND THAT NEEDED FOR NACD. HE REPORTED FURTHER ON THE FORMIDABLE FINANCES NACD WILL HAVE, SINCE DUES OF MEMBERS CAN BE CHARGED TO THE FEDE AL SHARE OF THE POVERTY PROGRAMS.

HE ADVISED THAT WE SHOULD EXPLORE COOPERATIVE PROJECTS WITH NACD.

XI DEAN SHORT DELIVERED TO THE BOARD THE OFFICIAL INVITATION OF THE PHILADELPHIA CHAPTER FOR THE ANNUAL CONFERENCE OF 1968 TO BE HELD IN THAT CITY.

XII JOHN HOPE ANNOUNCED THAT THE APRIL MEETING OF THE BOARD WOULD BE HELD IN ATLANTA. THE DATE WILL BE SENT OUT SHORTLY.

THE MEETING WAS ADJOURNED AT 4:35 P.M.

RESPECTFULLY SUBMITTED,

ABRAHAM F. CITRON
SECRETARY

PROPSED BUDGET, 1966

RECEIPTS

MEMBERSHIP		$16,000	
ANNUAL CONFERENCE		3,500	
PUBLICATIONS		1,000	
FOUNDATIONS		10,000	
FIELD	7,500		
TACONIC	2,500		
TO BE FOUND		10,500	
TOTAL			$41,000

EXPENDITURES

NATIONAL OFFICE		21,000	
EX. DIR.	14,000		
SECRETARY	5,500		
PART TIME SEC	1,000		
EMPLOYEE BENEFITS	500		
OFFICE EXPENSES		7,000	
RENT	1,800		
TEL & TEL	1,500		
POSTAGE	1,500		
SUPPLIES&SERVS	1,500		
EQUIPMENT	200		
PETTY CASH, ETC	500		
TRAVEL, EX. DIR		1,500	
PRESIDENT'S OFFICE		750	
TREASURER'S OFFICE		750	
PUBLICATION		10,000	
JOURNAL (4 ISSUES)			
NEWSLETTER (6 ISSUES)			
TOTAL			$41,000

June 13, 1966

Mr. Frederick B. Routh
Executive Director
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Fred:

On Wednesday, June 15, I arrive in Washington around 3:00 P.M. for an afternoon conference with the Civil Rights Commission. Would like to see you, if possible, and will call your office from the airport to see if you are available.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

See Natl Assoc of Intergroup Rels. Officials - "Fred Routh"

MS file

22 June 66

CONFIDENTIAL MEMORANDUM

Revelle Pergament, NAIRO Intern assigned to the National Urban League's Southern Regional Office in Atlanta called this afternoon at 3:30. She was calling on behalf of Heman (Bill) Sweatt, also of that office, because he had received a phone call at 10:30 a.m. from a man who identified himself as Robert Karnesky of Houston, Texas. Karnesky told Sweatt (of Sweatt vs Texas fame) that NAIRO was rounding up all Negroes who had desegregated Southern colleges and universities to join James Meredith in concluding the march on Jackson, Mississippi and that the Rev. Dr. Martin Luther King, Jr., should withdraw along with other civil rights leaders. After a careful check of our files, I assured Revelle that we knew of no Robert Karnesky and that he was not a member of NAIRO.

I then called Robert E. Alexander, director of the Houston Council on Human Relations and a member of NAIRO, to ascertain if he knew anything of Karnesky; he did not but he checked the Houston, Galveston, and Clearlake phone books and found no trace of him.

Sweatt called this office at 4:20 and I reported to him what I had learned and assured him that Karnesky didnot speak for NAIRO and that I personally regarded the proposal as naive and asked that he relay this to Rev. King and Whitney Young, whom he is to see on Thursday (tomorrow).

I called Paul Anthony, who said that Sweatt had been in touch with him and that Karnesky had called him (Sweatt) back and said he had called SRC and they were cooperating fully. Paul said that Karnesky had not called SRC, that they knew nothing of this, and would be no party to it.

I called Harold Fleming and asked him to pass this information along to Burke Marshall, with whom he is to talk this afternoon and to raise the question with him of passing this on to the Justice Department.

Frederick B. Routh
Executive Director

fyi

File
Nair's
Fred Routh

August 2, 1966

Mr. Frederick B. Routh
Executive Director
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Fred:

Thank you again for the good hospitality but you aren't going to get very friendly letters from me in response to yours outlining an itinerary in Europe. Oh well, Bon Voyage!

Let us hear how the trip goes.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

File
N.A.I.R.O.
Fred Routh

October 17, 1966

Mr. Frederick B. Routh
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Fred:

Just a note to express again my most sincere regret that I will be unable to attend the NAIRO Conference this year.

I am particularly sorry that it was necessary that the SRC Annual Meeting be held at the same time as this. It creates a number of unfortunate complications but they simply could not be avoided.

Every good wish for a successful meeting.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

File
Note Cross of Intergroup Rels. Officials
"Fred Routh"

January 5, 1967

Mr. Frederick B. Routh
Executive Director
N.A.I.R.O.
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Fred:

You will recall that I expressed some concern that the NAIRO Board meeting dates might be bad for me. They are. My long schedule and hard to arrange weekend with the Raymond Wheelers occurs on January 21st. Please express to the other board members my regrets at not being able to attend.

It was good seeing you again. Come back soon.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

See MARO - Fred Routh

August 4, 1967

possible in money book. MJ

Mr. Frederick B. Routh
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Fred:

Please consider this letter an expression of $10.00 worth of gratitude and no more than that!

If you think sending a piddling contribution, dated July 4th, obscures the fact that you only think our great south-wide never-ending struggle against injustice is only worth $10.00 then we have no choice but to note that!

Yours in sorrow and in need.

Sincerely,

Paul Anthony
Executive Director

PA/km

From the desk of

FRED ROUTH

Dear Paul

Imagine my surprise when I saw that my check No. 1776 came up on the 4th of July ! It was quite a coincidence ! I felt that it should not be spent on any routine bill but should go to an outfit which is fighting for freedom.

After considerable thought I have settled on SRC; the donation is small but the wishes for continuing success are large.

Warm regards to all !

Fred

10.00
8-4-67
C.R

NAIRO - 2027 Massachusetts Avenue, N.W.
Washington 6, D. C. - 387-7050

File
Naro - Fred Routh

August 4, 1967

Mr. Frederick B. Routh
Executive Director
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Fred:

Thanks for your cards and all.

Enclosed is a poem that I thought you would enjoy. It was presented to me as an ode to an SRC director. I am also sharing it with The Fleming.

Come to see us.

Sincerely,

Paul Anthony
Executive Director

PA/km

Enc.

NAIRO BOARD OF DIRECTOR MEETING, SEPTEMBER 8-9

I CAN ATTEND ☐

I CANNOT ATTEND ☐

See Harris
Fred Rauch

NAME
&
AGENCY

Friday Morning - Sept 8
Send Wire
re: Regrets

21 AUGUST 67

REMINDER

FROM: JOHN BUGGS & FRED ROUTH

TO: NAIRO OFFICERS AND BOARD MEMBERS

JUST A BRIEF REMINDER THAT THE NEXT MEETING OF THE NAIRO BOARD OF DIRECTORS IS SCHEDULED FOR SEPTEMBER 8-9 AT OUR NATIONAL HEADQUARTERS IN WASHINGTON, D.C. THE MEETING WILL BEGIN AT NOON ON FRIDAY AND END NO LATER THAN 4:30 SATURDAY AFTERNOON.

IN ADDITION TO THE USUAL REPORTS BY THE PRESIDENT, THE EXECUTIVE DIRECTOR AND THE TREASURER, THERE ARE SEVERAL ITEMS OF CONSIDERABLE IMPORTANCE: WE WILL HAVE A DETAILED REPORT ON THE 1967 ANNUAL CONFERENCE. ALSO, THE SURVEY OF MEMBERS' ATTITUDES TOWARD SETTING PRIORITIES ON MEMBERSHIP SERVICES W WILL BE REPORTED; THE BOARD MAY WANT TO MAKE RECOMMENDATIONS TO THE ANNUAL CONFERENCE AS A RESULT OF THIS SURVEY.

IN ANY EVENT, WE LOOK FORWARD TO A PRODUCTIVE BOARD MEETING AND HOPE THAT YOU WILL MAKE EVERY EFFORT TO ATTEND. ENCLOSED IS A CARD WHICH WE ASK YOU TO FILL OUT AND RETURN TO THE NATIONALOFFICE SO THAT WE WILL KNOW HOW MUCH TO ORDER FOR THE OPENING LUNCH.

WARM REGARDS AND WE'LL SEE YOU IN WASHINGTON, THE CAPITAL CITY ON THE POTOMAC.

DOMESTIC SERVICE
Check the class of service desired; otherwise this message will be sent as a fast telegram
TELEGRAM
DAY LETTER
NIGHT LETTER

WESTERN UNION
TELEGRAM

W. P. MARSHALL, PRESIDENT

1207 (4-55)

INTERNATIONAL SERVICE	
Check the class of service desired; otherwise the message will be sent at the full rate	
FULL RATE	
LETTER TELEGRAM	
SHORE-SHIP	

NO. WDS.	CL. OF SVC.	PD. OR COLL.	CASH NO.	CHARGE TO THE ACCOUNT OF	TIME FILED

Send the following message, subject to the terms on back hereof, which are hereby agreed to

To Frederick B. Routh Sept. 8 1967

Street and No. 2027 Massachusetts Avenue

Care of or Apt. No. *Destination* Washington, D. C.

Deeply regret unable to attend the meeting. Please express my regrets .

Paul Anthony

Senders's name and address (For reference)

Sender's telephone number

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
GALEN A. MARTIN, PRESIDENT FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

file
Fred Routh

March 14, 1968

Mr. Paul Anthony, Executive Director
The Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

I enjoyed very much the opportunity to visit with you at the University of Texas and the chance to catch up on past activities.

In spite of your ambivalence about what approach to use in your speech, I feel that you ended up with a first-rate product. From the warmth of the reception it received from the crowd, I judge that the participants felt the same way. Joe Witherspoon also told me how good he felt it was.

Sorry that you had to run Friday afternoon for you would have enjoyed Whitney Young at the Friday evening banquet and Charles Morgan on Saturday morning. Morgan did a courtroom presentation that was laced with wit and wisdom.

I look forward to seeing you at the meeting of the National Civil Liberties Clearing House, March 21-22. Let me know your arrival plans and I will meet you.

Warm regards.

Cordially,

Fred

Frederick B. Routh

FBR:bal

See Hans Fred Routh

March 18, 1968

Mr. Frederick B. Routh
Executive Director
N. A. I. R. O.
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Frederick B.:

Thanks for your note and your comments about Washington. I arrive Wednesday afternoon at National Airport, Delta #350, 5:15 p.m. I have a reservation at the Washington Hilton.

While it is good of you to offer to meet me, I see little sense in your battling that five o'clock traffic. If you show up, more power to you. Otherwise, what about me getting myself to the hotel and planning to meet you there around 6:00 p.m. for dinner?

I must return promptly on Friday evening, since I leave Saturday morning for Nassau. That's called doing the Routh!

Sincerely,

Paul Anthony
Executive Director

PA/mmj

file
NAIRO

April 26, 1968

Mr. Frederick B. Routh
Executive Director
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Fred:

I shall arrive at the Baltimore airport on Thursday, May 16th on Delta Flight #866, due at 1:02 p.m. Let me know whether I should meet you there or come to Washington.

I dread that miserable conference of yours, but look forward to seeing you .

Sincerely,

Paul Anthony
Executive Director

PA/mmj

August 28, 1968

Mr. Kenneth Dean
Executive Director
Mississippi Council on Human Relations
306 First Federal Building
Jackson, Mississippi 39201

Dear Ken:

Thanks for sharing your letter of August 24th to the Field Foundation. The letter is well done and the plans indicated for the future seem to me to be extremely sound. I feel certain Les will see that the Foundation gives the request every possible consideration.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

cc: Les Dunbar

August 28, 1968

Mr. Frederick B. Routh
Executive Director
National Association of Intergroup
Relations Officials
2027 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Fred:

Thanks for all your commendations. They have not been over looked. Quite the contrary, they have been very much appreciated. In fact, I was sorry I was unable to take part in that religious bit which you suggested. However, the invitation clashed with very heavy demands on my dealing with the Ford Foundation about new money. In fact, this has been my major occupation for the past month. They may make us rich for the next three years, though I almost hope they won't.

My problem on travel for the next two months is serious. I am on the Grand Jury for September and October, which means meeting every Tuesday and Thursday for those two months. Therefore, unless something unusual turns up it will be after October before I come to Washington.

You know, of course, there is nothing to

keep you from coming to Atlanta, and we would be delighted if you found this possible.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

From the desk of

FRED ROUTH

10 Sept 68

Dear Paul,

I thought your thing in the "Going to College Handbook" was particularly well done. I have written Aubrey Brown to find out what tear-sheets would cost; I would like to send one to each NAIRO member....also it would be a useful item to send out to students who want to come into the field. Is SRC going to order some, too ? The three pages shouldn't be too expensive.

HCF is back from Kitty Hawk and we were together for 5zies last eve; Feild and Levin were also there and the discussion sparkled. If I ever leave Washington, 5zies are among the things that I would miss the most.

Nothin' else is new.....

as ever,

Fred

NAIRO — 2027 Massachusetts Avenue, N.W.
Washington, D.C. 20036 Telephone 387-7050

9 Sept 68

Mr. Aubrey N. Brown, Jr., Editor
Outlook Publishers, Inc.
512 East Main Street
Richmond, Virginia 23219

Dear Aubrey:

Many thanks for the five copies of the "Going to College Handbook." The five articles on intergroup relations make a very fine packet of information. I particularly liked the one by Paul Anthony.

What would 1,500 tear-sheets of these three pages cost ? My guess is that the other agencies represented would also want to buy some copies for their use.

Warm regards.

Cordially,

Frederick B. Routh
Executive Director

file

24 Sept 68

The Hon. Julian Bond, Member
Georgia House of Representatives
State Capitol
Atlanta, Georgia

Dear Julian:

On behalf of NAIRO's national Annual Conference Planning Committee, I write to invite you to be one of our main speakers at 10:00 a.m. or at luncheon on Tuesday, November 12th. This year's Conference -- our 22nd -- is being held at the Bellevue-Stratford Hotel in Philadelphia.

If you are not thoroughly familiar with NAIRO, Paul Anthony of SRC can fill in the details; he is one of our Board Members.

We hope that you might speak on "Today's Scene" for special emphasis is being given this year to assessing the field of intergroup relations. Your knowledge of what goes on and your ability to telliit like it is, would be of great help to the five hundred intergroup relations leaders we expect at the Conference.

NAIRO is a non-profit organization and operates on a tight budget but we will, of course, pay travel expenses and offer a modest honorarium of $200.00

Finally, on a personal basis, I was tremendously impressed with the dignity and style you displayed at the Democratic National Convention -- Georgia was never so well represented.

All good regards.

Cordially,

FBR/mtf
cc: Paul Anthony

Frederick B. Routh
Executive Director

Paul - HELP!

F.

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
GALEN A. MARTIN, PRESIDENT
LLOYD DAVIS,
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

November 19, 1968

Mr. Paul Anthony, Exec. Dir.
Southern Regional Council, Inc.
5 Forsyth St., N.W.
Atlanta, Georgia 30303

Dear Paul:

Congratulations on your re-election as a Board Director of NAIRO. Lloyd Davis, who succeeded Galen Martin as President at the Annual Conference, said upon hearing the election results, "This is a real leadership team." Attached is a xeroxed copy of the election results.

Each year in the issue of the Newsletter which follows the Annual Conference we run a picture and bio-sketch of those elected. Would you please rush us these two items.

Penny Wright and I look forward to working with you in the year ahead. We will do all that we can to make your term in office profitable and enjoyable.

All good regards.

Cordially,

Fred (plw)

Frederick B. Routh
Executive Director

Encl

P.S. The next meeting of the NAIRO Board has been set for February 14-15 in Atlanta. Details will follow as soon as final arrangements are completed.

1968-1969

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LLOYD DAVIS
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NAIRO Office

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EDWARD RUTLEDGE
Nat'l Committee Against Discrimination in Housing

PHILIP G. SADLER
Department of Housing and Urban Development

CHARLES WITTENSTEIN
American Jewish Committee

December 2, 1968

Mr. Frederick B. Routh
Executive Director
N. A. I. R. O.
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Fred:

November 17-21 are the dates marked on my calendar and I will do my best to see that we do not have conflicting dates again.

It may be possible for me to remain over on the 12th. If so, I will let you know.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

February 5, 1969

Mr. Frederick B. Routh
Executive Director
NAIRO
2027 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Fred:

This will confirm arrangements at the Hilton Inn for a Studio "A" unit room or a comparable room beginning at 10:00 a.m., February 14th.

On the 13th our conference room will be available for the Commission.

This Friday the Atlanta chapter meets here at SRC. I will announce the visit of the Commission at that time and we will send out a written notice.

I am fed up to my you know what with NA - IRO and hope you are. Call me no later than this weekend about matters of importance, if it is convenient.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

Miami - Frederick B Routh

file

Watters
Memo

Edward Swenson of the Miami Human Relations Council called concerning Fred Routh. He said in effect they were ready to hire him, but that something about his connection with Highlander Folk School had come up, and that he wanted full information on it in advance should anyone try to use it against him in Miami. He needed to know something before a luncheon scheduled tomorrow (Friday,), ~~xx~~ Mildred gave me the files on this thing, and I read to Mr. ~~Swxxx~~ Swenson the memo Routh wrote on it, and this seemed to satisfy Mr. ~~Swxx~~ Swenson. I ~~xxxxxxxxxx~~ dictated the memo to his secretary, and told him that if he needed anything more to be sure and let us know. Also told him how to get hold of you in New York, ~~if~~ but he seemed to think what I had given him was adequate. He was apologetic about having to ask....

WB
PA
VJ
MJ - file

MEMORANDUM

To: Eleanor Roosevelt Memorial Foundation

From: National Association of Intergroup Relations Officials
Alexander J. Allen, President
Dr. Frederick B. Routh, Executive Director

Subject: Report on Status of NAIRO-ERMF Internship in Human Rights Program, as of June 18, 1964, to ERMF Trustees (Meeting: June 22, 1964, N.Y.C., 2 P.M.)

Internship Group #1

There are now 24 Interns in the field; 7 in New York City; 5 in Washington, D. C.; 2 each in Philadelphia, Atlanta; Chicago; one each in: New Haven; Rochester; Albany, N. Y.; St. Louis; Jefferson City, Missouri; and Louisville.

Sixteen Interns are working with private agencies of a national, regional or local scope; the other 8 are with governmental agencies at county, city, state and federal levels.

Their activities range from research, writing pamphlets on various phases of intergroup work to speaking with and before community groups of all sizes. In short, their experiences encompass the spectrum running from theory and conceptualization to the everyday concerns of the people whose conflicts and anxieties created the need for this new talent in the field. Also, along the way, they have learned of the exigencies of agency life.

The Interns are now in their fourth month of work-training. We are presently receiving reports both from them and from their supervisors. From what we have read thus far, we are encouraged by two common features of these reports:

1. The experiences of each Intern have, for the most part, been quite varied without becoming superficial.

2. Interns and supervisors alike have prepared careful and thoughtful reports, feeling free to speak forthrightly. Without this attitude, our attempts to maintain a continuing evaluation and re-appraisal of the program would be seriously hampered

One Evaluation Committee of the NAIRO Career Service Board will be meeting next week, after its members have had an opportunity to study these reports. Their role will be to respond to developments in the individual agencies and to assess the overall conduct of the program from solicitation of applicants through the pairing of Interns and agencies.

Internship Group #2

To handle the administrative processing of the second group of Internships - as well as to conduct the on-going development of the first group - NAIRO has added to its staff Nathan Greene. Mr. Greene is an attorney whose background includes service as a Legislative Assistant to Congressman Donald Fraser and as a Robert Marshall Fellow in Civil Liberties at New York University's School of Law.

The Interim Report attached herewith will provide you with the statistical data on the progress of second round processing, thus far. Applications and inquiries are continuing to come in. Interviews will be held early in July.

The proposal training plans of agencies will also be reviewed during that time. Thereafter agencies and interns certified for participation will spend about one month making their mutual selections.

In late August, the Training Institute for this group will begin with 10 days of intensive preparation. It is tentatively scheduled for Tarrytown, New York, and we would be hopeful of and honored by - visits from some of you. Each member of the Board of the ERMF will receive full details as soon as plans are completed.

Immediately after the Institute, the Interns will commence their one year of work and training. We expect that a good many of the agencies in this second group will be new to the program.

GROUP #1 AGENCIES

American Jewish Committee

AFL-CIO, Industrial Union Department

Catholic Interracial Council

Chicago Urban League

District of Columbia Commissioners Council on Human Relations

Jewish Labor Committee

Kentucky Commission on Human Rights

Missouri Commission on Human Rights

Monroe County Commission on Human Relations

New Haven Council on Human Relations

New York City Commission on Human Rights

New York State Department of Education

New York Urban League

National Association For The Advancement of Colored People

National Urban League

Neighbors Inc. (D.C.)

St. Louis Urban League

U. S. Commission on Civil Rights

University-Neighborhoods Council (Howard University)

Southern Regional Council-Voters Education Project

Encampment for Citizenship

NATIONAL ASSOCIATION OF SOCIAL WORKERS INC.

Make file + put in "NA" Section

TENNESSEE STATE COUNCIL OF CHAPTERS

CHAPTERS

WEST TENNESSEE
MIDDLE TENNESSEE
SOUTHEAST TENNESSEE
KNOX AREA

314 Walsh Road
Chattanooga, Tennessee 37405
February 1, 1968

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Since you have contributed to our public welfare project, I thought you might be interested in one of the local activities having to do with telling the public about the gaps and services of the state department of public welfare.

Therefore, I am enclosing a copy of the program of a meeting held in Chattanooga January 5, and the mimeographed sheet which was distributed at the meeting.

As a result of the interest generated by the meeting, we are planning several follow-up activities, including a question-and-answer session on public welfare for March 22.

We are also working on a mimeographed report and a printed brochure which will be distributed state-wide late this month or next month.

Sincerely yours,

Claire Hale

Claire (Mrs. Earl D.) Hale, ACSW
President

A SAMPLING OF TYPICALLY FRUSTRATING SITUATIONS OF THE DEPARTMENT OF PUBLIC WELFARE

(Cases disguised) * More successful Cases

1. Father 50, mentally retarded; mother 40, crippling illness; 3 teenage children.

Have received grant many years: AFDC $120, AD $85, total $205 mo., or about $50 week.

Parents try, but unable to cope with frustrated angers of children, who resent constant financial strain. Mother never gets proper medication.

Adequate money for food, clothing, teenage allowances, and medication would help immeasurably.

* * * * * * * * * * *

2. Father 38, physically handicapped, mentally retarded but employable. Mother 33; 4 children under ten years of age, grandparent, 83.

Received AFDC grant five years. Closed AFDC grant because man working. He can earn only limited earnings because of his handicaps. Eligible for $76 AD grant. Grandparent has $44 OASE and $28 OAA.

Lack of physical necessities for family since 6 people live on $148 monthly and what little, if any, father can earn. Can't receive AFDC as long as father employable.

Adequate money for necessities needed.

* * * * * * * * * * *

3. * Mother 34, father deserted family, 4 children under 14 years.

Received AFDC grant 2 yrs., AFDC $135, and Title V Pr ject allowance $183.

This mother is trainable and has goal of becoming self-supporting.

* * * * * * * * * * *

4. Client age 78 years. Receiving OAA for 13 years. Monthly income OAA grant $90.00.

Adequate housing not available for this client and inadequate income for dental services and other special needs.

* * * * * * * *

5. Man, 83, lives alone and has meals out.

OAA grant of $52, and OASI $66.40.

Adequate money for food (meals out) or adequate allowances for nursing home charges would help this man or many OAA receipients.

6. Woman, 78. Lives alone in very unsatisfactory living arrangements.

OAA grant $31, OASI grant $44. Received grant more than 10 years.

An increase in allowance for rent and/or increase in allowance for nursing home care in order to help this older person live more satisfactory.

* * * * * * * * * * *

7. Mother, 32 and nine children under 16 years of age (2 pre-school).

Received AFDC eight years. Closed case 7-1967. Family monthly income $94.90 since AFDC discontinued. (Due to substitute spouse relationship).

Income insufficient to meet family's needs. Mother is dependent upon substitute spouse.

Need AFDC to children with one or both parents - as long as financial need exists.

* * * * * * * * * * *

8. Mother 32, with 6 children and 2 siblings. Received AFDC 5 years. Her grant $150, and siblings grant $60. (Less than $50 week).

Mother cannot work. Has 3 year old severely handicapped child. Children without adequate food, clothing, etc.

Adequate plan for handicapped child and more money for necessities would help.

* * * * * * * * * * *

9. * Mother 28 and four school age children. Divorced husband does not support children.

AFDC 4 years. Present grant $135.00.

Mother is potential for Title V. Training and extra income until she is trained. Progress seems possible.

* * * * * * * * * * *

10. Mother 31, and 6 minor children.

AFDC grant $150.00.

Mother has inadequate income for family. She is frustrated and defeated. Children resent financial situation - react against mother.

Need more adequate grant for necessities for family. CW services for this family may help.

* * * * * * * * * *

11. Mother 42, has emotional problems; 4 children of own and 4 children of a deceased mother (8 children). Grandmother 76 years.

AFDC grant 1 year, $105, and $90,OAA $76.

Mother has multiple family problem in providing for family - substandard housing and inadequate allowances for fuel, clothing, etc.

Realistic grants for rent, food, clothing, etc., needed. Adequate CW services and community resources also essential.

* * * * * * * * * *

12. Father 65, mother 31 - both physically unable to work and eight children 15 years.

Received grants eight years. Presently receives $267, (man OAA $78, woman AD $55, and AFDC $135).

Adequate grants needed and adequate family diagnosis and preventive plans.

* * * * * * * * * *

13. * Mother 32, and 4 school age children (12, 10, 9 and 8 years).

Received small AFDC grant 4 years.

Discontinued since family income is now $253 monthly.

* * * * * * * * * *

14. * Mother 50, with 4 children ages 18, 16, 13 and 11. (Father deserted).

AFDC 4 years. Present monthly grant $135, oldest child is now in college on scholarship.

Mother manages to provide for family in spite of inadequate grant.

* * * * * * * * * *

15. * Mother 31, 4 school age children. Father deserted.

AFDC 8 years. Present grant $135 plus $48 VA disability. 5 in family and income approximately $45.00 week.

Mother has made adequate plans for family in spite of limited income.

* * * * * * * * * *

16. Mother 34, 5 children. Father is emotionally ill, (hospitalized).

AFDC less than 2 years. Present grant $120, 2 oldest children receives $97 mo. Total income $217.00.

Mother tries hard. Finds it impossible to have money for transportation to see husband. Husband's AD discontinued when hospitalized.

Need some allowance for husband and his personal needs plus transportation allowance to visit him.

* * * * * * * * * *

17. Mother 30, 6 children - 2 school age and 4 pre-school. Husband deserted.

AFDC received less than 1 year. Present grant $150. (Sexually acting out) mother has many problems.

Inadequate income for necessities for the family.

Adequate AFDC grants and time for more individualized help for mother would help.

* * * * * * * * * *

18. Father disabled by heart condition. Mother 20, and three children under four years.

AFDC 2 years. Present grant $120. Man approved for AD $85, total $205 month.

Parents find it difficult to provide adequate housing, fuel for family. Many frustrations with three young children and sick husband.

More realistic allowance for shelter and fuel would help since all families cannot live in Housing Projects.

* * * * * * * * * *

19. Mother 42, and 7 children. Share home with sister and her 6 children.

Grant received many years. Present AFDC $150, and Social Security $66. Sister's AFDC $150. Total number of persons 15 - total income $366.

Long time dependency pattern and many problems for mother to cope with in providing adequate housing and child care. Recent rent increase + ($115 mo.) and food stamps increase may foster return to poor child care, housing hardships, etc.

Adequate grants necessary to provide families, and it would help if standard housing available for large families at reasonable costs.

ADULT EDUCATION COUNCIL
526 VINE STREET
CHATTANOOGA, TENNESSEE 37403

RETURN REQUESTED

NON-PROFIT ORG.
U. S. POSTAGE
PAID
PERMIT No. 174
CHATTANOOGA,
TENN.

"Does public welfare perpetuate poverty?"

"If you had a business for 30 years and it wasn't working, you'd either get out of business or try something else. I think it's time we tried something else."
Mitchell I. Ginsberg

Co-Sponsors:

The National Association of Social Workers
Southeastern Tennessee Chapter
President, John Barnett, ACSW

The Adult Education Council
President, Olan Mills, II

The Community Action Program
President, Floyd C. Delaney

You are Cordially Invited

you are concerned:

what can be done about the rising costs of public welfare?

why does poverty continue in a land of plenty?

does public welfare perpetuate poverty? does it encourage illegitimacy?

do we really need a public welfare program?

whose concern, the poor?

you are questing:

for answers to these questions, and to others like them having to do with the poor and public welfare.

you are cordially invited:

to a program to discuss these questions, and others pertaining to public welfare.

Time: 9:30 A.M.

Date: Friday, January 5, 1968

Place: New South Area Community Action Center, Alton Park. Go south on Market into Alton Park Boulevard to 38th, left on 38th to Fagan, left on Fagan one block.

Topic: *DOES PUBLIC WELFARE PERPETUATE POVERTY?*

COST: $3.00, to cover cost of meal and other program expenses.
$1.00, for students.

"does public welfare perpetuate poverty?"

9:30 A.M. — Registration

10:00 A.M. — Panel Presentation

SERVICES AND HOPES OF THE LOCAL WELFARE OFFICE

Gordon Ledbetter, Chattanooga businessman, member of the local advisory board of the Department of Public Welfare.

GAPS IN SERVICES OF THE TENNESSEE WELFARE DEPARTMENT AND RECOMMENDATIONS OF THE NASW THERETO

Norman Moore, ACSW, assistant professor, U.T. School of Social Work, member of the State Council of NASW.

A LEGISLATOR LOOKS AT PUBLIC WELFARE IN TENNESSEE

Bill Carter, local representative to the Tennessee House of Representatives, member of the House committee on welfare and employment security.

MODERATOR: William L. Galbraith, ACSW, member of NASW.

11:00 A.M. — Questions from the audience and answers from the panel members.

12:15 P.M. — Food Stamp Lunch
Coordinated by Mrs. Maxine Cranford, home management consultant of CAP, and prepared by CAP aides.

PRESIDING: Olan Mills, II, president of the AEC.

INVOCATION: the Rev. G. S. Roberts, ret.

SPEAKER: Norman Shavin

TOPIC: DOES PUBLIC WELFARE PERPETUATE POVERTY?

aims of the program . . .

an opportunity to participate in the national discussion on public welfare.

an opportunity to ask a direct question and receive a direct answer on public welfare.

an opportunity to visit the nation's first comprehensive neighborhood services facility.

SPECIAL THANKS TO THE SOUTH AREA COMMUNITY ACTION CENTER

speaker

Norman Shavin, Assistant to the Regional Director, Department of Health, Education, and Welfare (Region IV).

A native of Chattanooga, began his professional newspaper career as a copyboy on The Chattanooga Times. Served as amusements critic education specialist for The Louisville (Ky) Times. In 1955 named Sunday editor of the newly-created Jackson (Miss.) State-Times, came to The Atlanta (Ga.) Journal in 1956 as its first TV-radio editor. In 1960, was promoted to Sunday editor of The Atlanta Journal-Constitution.

He resigned that post in 1962 on invitation to become the first TV-radio director of the Peace Corps. In 1963, he launched a new editorial page column for The Atlanta Constitution. He assumed his new position with the Department of Health, Education, and Welfare in March, 1967.

Mr. Shavin has free-lanced for magazines, newspapers, TV and radio. Has written and performed in documentaries for both broadcast media. Helped originate WSB-TV's "Two Bits" weekday series, on which he was a regular guest. Wrote "Confederate Diary," a WSB-TV series, and authored "Our Noble Heritage," a radio series of vignettes about Negroes prominent in American history.

In 1960, he created "The Atlanta Century," a Civil War series which appeared as a page in the Journal-Constitution each Sunday for more than five years, and was reproduced in part in other Southern newspapers. The series won the praise of historians such as Carl Sandburg and Dr. Bruce Catton, professors and students, as well as awards from the National Civil War Centennial Commission and other professional organizations as the Georgia Press Association. "The Atlanta Century" was then reproduced as a book and is widely used in school systems, universities and libraries. Apart from articles in various magazines, Mr. Shavin also authored a second book, "The Day Rich's Opened," has projected one on the Peace Corps, and has written various state productions for the Georgia Press Association, the Georgia Education Association and others. He has often appeared on the lecture platform before groups ranging in location from Miami to Richmond, Va.

Mr. Shavin is a graduate of Indiana University and has taught courses in journalism at Emory University, Millsaps College, and Georgia State College. He is married to a native New Yorker and is the father of three children.

please preregister

For purposes of lunch planning and preparation, please make your reservations by Wednesday afternoon, January 3.

Checks should be made payable to: Adult Education Council Public Welfare Conference. 526 Vine Street, 37403.

Cost of Food Stamp Lunch and program
expenses: $3.00
students $1.00

Please Reserve for me ____ Tickets at $ ____ each.

My Name _____

My Address _____

_____ Zip _____

TENNESSEE COUNCIL OF NASW

NASW
National Association of Social Workers, Inc.

314 Walsh Road
Chattanooga, Tennessee 37405
July 1, 1968

file

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Enclosed is a copy of the brochure which your contribution to the Tennessee Council of NASW made possible. It cost us $433, has been widely distributed, and will continue to be distributed as NASW members go before groups in Tennessee to tell them of the gaps in public welfare.

This fall, prior to the Legislature's meeting in January, we will concentrate on the miserably low AFDC grants, and be prepared to talk about the possibility of income maintenance if public welfare continues to leave many deprived children without basic help.

As of today the new president of the Tennessee Council of NASW is Mr. Hibbard Thatcher, 1012 Battery Lane, Nashville, Tennessee 37220.

Sincerely,

Claire

Claire
(Mrs. Earl D. Hale, ACSW)

CC: Hibbard Thatcher

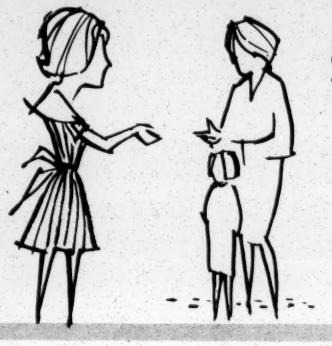
Tennessee Council of Chapters of

National Association of Social Workers, Inc.

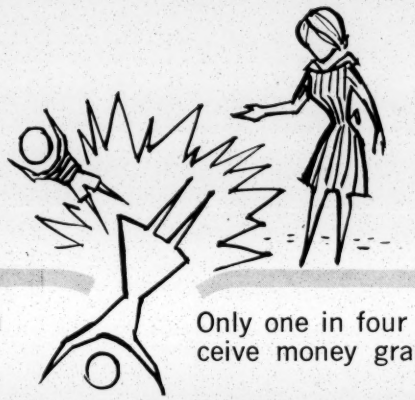
presents

a few facts

about public welfare in Tennessee



services of Tennessee public welfare



gaps in these services

1	Money grants to about 90,000 recipients each month.	Only one in four needy persons receive money grants in Tennessee.
2	**Money grants to needy people in four catagories: Old Age Assistance, Aid to the Blind, Aid to the Disabled, and Aid to dependent children through Aid to Families with Dependent Children.**	**Maximum monthly grants are $90 for a single adult, or for a mother and child. An additional $15 a month is allowed each additional child, with $150 the maximum for a family, regardless of number of children, or needs of family.**
3	Money grants to about 70,000 children each month through Aid to Families with Dependent Children.	Only five children in the family can be included in the grant.
4	**Training grants to some unemployed, able-bodied fathers whose children receive Aid to Families with Dependent Children grants. Program known as AFDC-Unemployed Parent Grant.**	**Available only in 30 counties. In the other counties dependent children receive help only when their fathers are totally disabled, or not in the home.**
5	Job training, re-educational and rehabilitation services to help welfare clients become self-sufficient.	Many welfare clients are too old or too handicapped physically, mentally, or emotionally ever to become self-sufficient.
6	**Counseling services to families, children, and individuals who receive welfare grants.**	**Too few welfare workers, too much turnover in personnel. Therefore some caseloads include as many as 300-600 client cases.**
7	Homemaker services to families needing a temporary "mother" when the mother is ill or unable to care for the family.	Only 30 homemakers in Tennessee, and only in the four major cities. Available only through Aid to Families With Dependent Children.
8	**Medical care to the indigent.**	**Limited to hospitalization, nursing home care. Drugs available in a few instances. Dental services not included.**

The NASW recommends that:

Economic need of persons be the sole criterion for money grant eligibility.

Grants be raised to minimum subsistence level set by state Department of Public Welfare standards.

All children in the Aid to Families with Dependent Children receive support.

The AFDC-UP program be extended to all 95 counties in Tennessee.

Money grants be readily available to needy persons, whether or not they will ever be able to become independent.

Trained welfare workers be paid a starting salary of $7,000.

Substantial increases be made in homemaker staff to make service available whenever and wherever needed.

Some Medicaid through Title XIX be adopted by Tennessee Legislature as soon as possible, with eventual medical and dental care for all those requiring treatment and unable to pay for it.

With an annual budget of 87 million dollars a year the Tennessee Department of Public Welfare performs much-needed services in often admirable ways.

Many welfare workers have as many as three to five hundred clients, whom they are able to see only once each year.

Many applicants for service must wait six months to be heard.

Grants are so low that few families can gain a foothold toward independence; for want of sufficient funds, many of these services can only be offered on an experimental and insufficient basis.

How can an over-burdened worker evaluate his client's potential and help him toward independence under these circumstances?

"...COMPATIBLE WITH DECENCY AND HEALTH..."

Welfare Organizations Act of 1937

Tennessee's public welfare laws state that assistance 'compatible with decency and health' be provided to those without income to meet their own needs: the elderly, the blind, the disabled, and the dependent child. YET, THE TENNESSEE LEGISLATURE DOES NOT APPROPRIATE THE NECESSARY FUNDS.

DOES public welfare perpetuate poverty?

DOES public welfare encourage illegitimacy?

WHY are welfare costs rising

Why do many seem to prefer "drawing welfare" to looking for work?

Is public welfare an answer to poverty?

Why do many children of welfare recipients become recipients themselves?

Could you, as a lone person, live on $90 a month?

For a discussion of these and other questions, why not call your local NASW chapter for an interesting program, or for published materials?

CHATTANOOGA (Southeastern Tennessee chapter):
Mrs. Katharine Hastings. 267-0941

JOHNSON CITY (Knox Area sub-chapter):
Mr. Ken Harrison. 926-0222; 928-8872

KNOXVILLE (Knox Area chapter):
Mr. Robert L. Weston. 523-9131

MEMPHIS (West Tennessee chapter):
Miss Mildred Lacey. 327-1651

NASHVILLE (Middle Tennessee chapter):
Mr. Norman Moore. 242-0338

Published by the Tennessee Council of the National Association of Social Workers.

FILE COPY

NATIONAL BETTER BUSINESS BUREAU, INC.

Affiliated with Better Business Bureaus in Principal Cities of the United States and Canada

CHRYSLER BUILDING, NEW YORK 17, N. Y.

Telephone: MUrray Hill 6-3535

KENNETH B. WILLSON,
President

Division of Solicitations

September 30, 1955

Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

OCT 3 1955

Gentlemen:

At the request of its members and the public, the National Better Business Bureau undertakes, as one of its functions, to report on organizations which depend in whole or in part on contributions, donations, or memberships. This service is of primary interest to business executives who, as a general policy, seek facts from the Bureau before acting upon requests for support.

In reporting on your organization, it is our desire to render a report which will accurately reflect your objectives and activities. In order to do this, we request your cooperation in supplying the data and exhibits required for that purpose.

The questions on the following pages have been prepared to indicate the data desired. Much of the requested information no doubt will be found in material which your organization has previously published.

If some of the questions do not apply to your organization will you kindly indicate why they do not? Also, if there are details not covered by our questions, which you think we should have for reporting purposes, we would welcome your submitting them.

In issuing its reports to business firms, requesting our assistance before making donations or subscriptions, the National Better Business Bureau does so in a completely impartial manner. It neither endorses, gives advice nor expresses opinions but confines its reports to the factual information that is available.

Your cooperation will be sincerely appreciated.

Sincerely yours,

Edward B. Mergardt

Vice President

Edward B. Mergardt

Performing a Public Service with the Support of Private Industry

Please answer the following questions. Attach separate sheets and exhibits as necessary.

ORGANIZATIONAL STRUCTURE

Name and address of organization.

Southern Regional Council, Inc.
63 Auburn Avenue, N. E. (Rm. 432)
Atlanta, Georgia

If incorporated, give date and State; profit or non-profit. *Please enclose copy of certificate of incorporation.*

January 6, 1944, Atlanta, Georgia; non-profit

If not incorporated, describe form of organization.

List branch offices, chapters, and names and addresses of any affiliated organizations.

(See attached sheet)

Does parent organization receive audits from and control the policies of branches, chapters or affiliates?

(See attached sheet)

PURPOSE AND SCOPE OF THE ORGANIZATION

State purposes briefly.

(see enclosed brochure)

Is it local, regional or national in scope?

Regional

If there are other groups in the same field, how does your program function in order to avoid duplication?

Very few similar organizations. We are in frequent touch with the more responsible bodies interested in the same field.

If a relief or welfare organization, who are the beneficiaries? Explain briefly conditions of eligibility.

If a service organization, outline specific services rendered and to whom.

SRC is an educational organization. We supply information to public and private bodies concerning race relations in the Southern states, and information about the economic and other development of the Southern region. The Atlanta office and the state offices are available for consultative services to public and private bodies.

If an organization concerned with national legislation, is it, or is any representative registered under "Regulation of Lobbying Act"? Give details, stating name of representative(s) registered.

We have no legislative activity.

If concerned with state or local legislation, include name of lobbyist.

We have no legislative activity.

TAX STATUS

Have contributions to the organization been declared exempt for income tax purposes by Treasury Department? *If so, please attach photostatic copy of ruling.*

Tax-exemption granted to SRC April, 1946.

Attached is a typescript copy of the Treasury letter.

OFFICERS AND DIRECTORS

Names, titles and business or professional affiliations of officers and directors or trustees.

(Separate list attached)

Please name the members of the Executive Committee.

(Separate list attached)

How often were meetings of the Board of Directors and Executive Committee held last year and what was the average attendance at the meetings?

The Board of Directors meets annually on the Wednesday after the second Tuesday in November. The Executive Committee ordinarily meets 4 times a year and did meet in the twelve months succeeding the Nov. '54 Board meeting 4 times.

STAFF

Name and title of each executive with an outline of his previous connections.

(see attached sheet)

Number of paid employees and number of volunteer workers. Do volunteers receive expense allowances?

(see attached sheet)

Are solicitors employed and, if so, indicate their salary or commission or both.

No solicitors employed

Salary range of all paid employees, including executive personnel.

State executives receive, typically, from $5,000 to $7,000. In certain states where office managers only are used, the salary will be less. Central office in Atlanta pays its principal officials from 6-10,000 dollars.

FUND-RAISING

What is financial goal of current solicitation?

$65,000

What approach is used—mail, telephone, personal visit? Please give details. How often are such appeals made? *Please enclose copies of solicitation literature.*

All solicitation is personal -- or by individual personal letter. Most money is raised in order to defray expenses of particular projects. We have for years been assisted annually by a number of church bodies, trade unions, and business firms. We simply each year write these bodies and ask for renewal of aid. Only available promotion leaflet is attached grey leaflet, "Toward the South of the Future.")

Is outside paid individual or agency employed? If so, give name and address, and details of agreement between the parties, or enclose a copy of the contract.

No outside paid individual or aganey employed.

If memberships are sought, state types of membership, costs to and privileges accorded members. What is present total membership in each category?

The SRC is composed only of a Board of Directors who are elected, and are not required to pay dues. The SRC accepts non-voting memberships from persons called Associate Members, who reside outside the Southern states. Associate Membership fee is $5.00 or more. Our affiliated state organizations do have members, and dues to state organizations range between $3.50 and $5.00 per year.

SOURCE OF FUNDS

From what sources are funds obtained (corporations, public, foundations, Community Chests, other federated campaigns, Federal grants, etc.)

Foundations, churches, unions, business concerns, individual gifts, in that order.

Indicate approximate percentage of income derived from each source.

Foundations = 71%; churches = 5%; Organizations = 7%; contributions from individuals = 2%; sale of literature = 7%; members = 3%; others - Misc = 5%.

Have funds always been obtained from this source(s)? If not, give details.

The above have long been our customary sources of funds

DISPOSITION OF FUNDS

By whom are accounts audited?

L. E. Campbell and Company
317 McClelland Avenue
East Point, Georgia

What percentage of income was spent for purpose for which it was raised?

More than 95%

What percentage of income was spent for fund-raising expenses?

The Executive Director estimates that not to exceed 3 to 5 % of time and clerical effort of SRC was spent in money raising.

Please enclose copy of last audited statement; copy of last annual report; * and copies of budget for current fiscal year and next fiscal year.

October 5, 1955		Executive Director
Date	Signature	Title

Please have Officer or Executive Director sign and date information submitted.

*Quarterly Reports are made to Board members, and are not publicly available.

PLEASE ENCLOSE COPY OF LAST AUDITED STATEMENT; COPY OF LAST ANNUAL REPORT; AND COPIES OF BUDGET FOR CURRENT FISCAL YEAR AND NEXT FISCAL YEAR.

The Southern Regional Council operated during the 18 months fiscal period April 1, 1954 - September 30, 1955, on a somewhat flexible budget, as staff was being recruited for an expanding organization. Budget for fiscal year October 1, 1955 - September 30, 1956, has been prepared for the inspection of the Executive Committee, and with changes will presumably be adopted at the meeting of the Executive Committee October 28-29, 1955. The tentative budget shows the following breakdowns:

Administration, including salaries, rent, travel, postage, audit, printing and communications	$ 49,460
Information service and monthly magazine	25,250
Liason with State Organizations	9,750
Women's Work	8,500
Total	$ 92,960

NUMBER OF PAID EMPLOYEES AND NUMBER OF VOLUNTEER WORKERS. DO VOLUNTEERS RECEIVE EXPENSE ALLOWANCES?

Eleven people are employed in the central office, and few or no volunteers are used.

The typical state office employs three persons. Some use only two. Some have two state office employees, plus six or more scattered part-time consultants. State offices occasionally use the services of volunteers. It has not been customary to make expense allowances to volunteers.

PLEASE NAME THE MEMBERS OF THE EXECUTIVE COMMITTEE

Mrs. C. Maxwell Birnie
Mr. Paul Christopher
Mr. Rufus E. Clement
Mr. Albert W. Dent
Mr. John A. Griffin
Mr. Leonard Haas
Mr. Gordon Hancock
Mr. Harry V. Richardson
Very Rev. Maurice V. Shean, C. O.
Mr. Carter Wesley
Miss Josephine Wilkins
Mr. Marion A. Wright

DOES PARENT ORGANIZATION RECEIVE AUDITS FROM AND CONTROL THE POLICIES OF BRANCHES, CHAPTERS OF AFFILIATES?

The parent organization receives monthly finance reports from state units, and will receive audits, as of September 30, 1955 (end of fiscal year). State organizations have broad autonomy within general policy of the Southern Regional Council; and the state organizations are well represented on the Board of Directors of the Southern Regional Council which sets SRC policy.

NAME AND TITLE OF EACH EXECUTIVE WITH AN OUTLINE OF HIS PREVIOUS CONNECTIONS.

George S. Mitchell, Executive Director.

1929-35, Instructor, Economics, Columbia University, New York City.
1935-44, U. S. Government, various positions, mostly U. S. Department of Agriculture
1944-45, Southeastern Regional Director, CIO PAC
1945-47, Director of Veterans Service SRC
1947 - Executive Director, Southern Regional Council.

C. H. Parrish, Assistant Director for State Organizations.

Part-time with the Southern Regional Council. Regular position is Professor of Sociology, University of Louisville, Kentucky

Frederick B. Routh, Assistant Director for State Organizations.

Assistant Professor of Human Relations, University of Miami, Florida.

Mrs. M. E. Tilly, In charge of Women's Work.

In her private capacity is sometime President of the Woman's Society for Christian Service of the Southeastern Jurisdiction of the Methodist Church.

Harold C. Fleming, Assistant Director for Information.

After service as a Captain in the U. S. Army and completion of his education at Harvard University, came to SRC direct.

(Mrs.) Ruth Alexander, Acting Secretary-Treasurer

Bookkeeper, Atlanta University

October 7, 1955

Mr. Edward B. Mergardt
National Better Business Bureau, Inc.
Chrysler Building
New York 17, New York

Dear Mr. Mergardt:

It is a pleasure to send you the material requested in your letter of September 30, 1955.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Encl.

NATIONAL BETTER BUSINESS BUREAU, INC.

Affiliated with Better Business Bureaus in Principal Cities of the United States and Canada

CHRYSLER BUILDING, NEW YORK 17, N. Y.

October 11, 1955

OCT 13 1955

Mr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

Thank you for your letter of October 7th with enclosures, giving us information on the Southern Regional Council, Inc. This information should prove helpful to us in reporting to any inquirers about your organization.

We appreciate your courteous cooperation.

Sincerely yours,

E. B. Mergardt

Vice President

Edward B. Mergardt
bv

NATIONAL BROADCASTING COMPANY, INC.

A SERVICE OF RADIO CORPORATION OF AMERICA

RCA Building, Radio City, New York 20, N.Y.

CIRCLE 7-8300

December 30th, 1953

Dr. George Mitchell
Southern Regional Council
Atlanta, Georgia

Dear Dr. Mitchell:

If you recall, our NBC Documentary Unit toured the South last spring in order to collect material for a proposed Radio series on the South. This is to advise you that the thirteen-week series will begin Sunday, January 10th, 1954 at 1:00 P.M., EST., under the title, "Heritage Over the Land."

As you can well imagine, it was impossible to use all the material collected but we felt that your interview with us was extremely interesting and therefore, we decided to use a considerable portion of it on our introductory program.

We do hope that your local station will carry the series and want to thank you for taking your time and efforts to cooperate with us.

Sincerely,

Lee F. Painton

(Miss) Lee F. Painton
Producer
Southern Economic Project

February 4, 1954

Miss Lee F. Painton, Producer
Southern Economic Project
National Broadcasting Company
RCA Bldg., Radio City
New York 20, N. Y.

Dear Miss Painton:

Sorry I have been traveling so your kind letter of January 19 is pokily answered.

I send you five copies of each of the pamphlets and one copy of the new one on the schools business.

Technically, somebody ought to pay us 10¢ for each pamphlet, but skip it.

The broadcast was mighty nice and I think was very widely listened to.

Sincerely,

George S. Mitchell
Executive-Director

GSM:hh
Encl.: 5 Race In News
5 Race & Law Enforcement
1 Q & A

NATIONAL BROADCASTING COMPANY, INC.

A SERVICE OF RADIO CORPORATION OF AMERICA

RCA Building, Radio City, New York 20, N.Y.

CIRCLE 7-8300

RECEIVED
JAN 25
Southern Regional Council

January 19, 1954

Dr. George Mitchell
Southern Regional Council
Atlanta, Ga.

Dear Dr. Mitchell,

Since our initial broadcast of HERITAGE OVER THE LAND on January 10, we have had a couple of requests for the two pamphlets you mentioned in your interview with Mr. Cassidy. Both of them were on the racial problem and we would be anxious to answer these requests, or if you prefer, to forward these requests to you directly. Many thanks and please advise.

Sincerely,

Lee F. Painton

(Miss) Lee F. Painton
Producer
Southern Economic Project

LP:ta

NATIONAL BROADCASTING COMPANY, INC.

A SERVICE OF RADIO CORPORATION OF AMERICA

RCA Building, Radio City, New York 20, N.Y.

CIRCLE 7-8300

February 9, 1954

Dr. George S. Mitchell, Director
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Dr. Mitchell:

Thank you for your reply to our request of January 19 in regard to the pamphlets.

We are forwarding them to the people who have requested them, and see no reason why payment cannot be sent to you.

May I thank you for both the pamphlets, and for your kind comments in regard to our program.

Sincerely,

Lee F. Painton

(Miss) Lee F. Painton
Producer
Southern Economic Project

LFP:f

Dear Friend:

We appreciate your troubling to tell us that you enjoy MEET THE PRESS. We hope you will continue to do so for a long time to come, and that you will from time to time let us have your reaction to the program.

Cordially,

MEET THE PRESS

Helen B. Johnson

August 6, 1956

Mr. Lawrence Spivak
National Broadcasting Company
New York, New York

Dear Mr. Spivak:

I listened and watched in yesterday afternoon to the Roy Wilkins interview. I am one who never watches TV, but I was asked to see that one, and I did.

Compliments to Mr. Wilkins, who behaved with good temper and good strategy throughout. But the method of making press interviews does not lend itself to the theme Mr. Wilkins must put over; the productive contribution of Negro America to the peace, productivity, and civilization of the country. I would urge that the power of television be used for such positive expositions.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

January 11, 1957

Mr. Frank Blair, News Editor
TODAY Program,
NBC Telivision Network
Rockefellow Center, N. Y.

Dear Mr. Blair:

For some time we have admired the thoroughness and accuracy of your morning news report. This is especially true in regard to your coverage of resent disturbances here in the South.

This morning, however, in referring to the suspension of bus service in Montgomery, you commented that, "bus integration has ended in the South." In reference to Montgomery, this is correct. But, throughout the South there is some marked progress in bus desegregation. In this regard, SRC made a spot check last week to determine the extent of this progress, and a news release was prepared from our findings. Since the time of this release, Chattanooga also has desegregated its buses. This release has received considerable attention, including coverage on NBC "Monitor". We are enclosing a copy of the release. Perhaps, as background material, it may be of some value to you in your future coverage of this subject.

Again -- our expression of appreciation for the excellent coverage of confusing subjects at a difficult time.

Sincerely,

Paul Anthony,
Information Services

PA:FC
Encl.

VIA AIR MAIL SPECIAL DELIVERY

September 12, 1957

Mr. Frank Blair
News Editor, TODAY
NBC Television Network
Rockefeller Center
New York, New York

Dear Mr. Blair:

It is our understanding that Joe Michaels of your staff is to visit Harris County, Georgia. He will have, we believe, a most difficult assignment and we await the results with much interest.

It occurs to us that Mr. Michaels might be interested in talking with Mrs. Durand Miller, Chipley, Georgia, (Harris County). For many years Mrs. Miller has been active in promoting better understanding among the people of her area and she might be able to direct Mr. Michaels to several persons whom he might not otherwise meet. Mr. Michaels will find her cooperative, we believe, if he mentions that she was suggested to him by Mrs. M. E. Tilly, our director of women's work.

We continue to admire and appreciate your excellent and objective coverage of this region.

If we can be of any service in providing factual information, please let us know.

Sincerely,

Paul Anthony
Administrative Assistant

PA/mf

helen bullard • • JA. 2-3594

Ch. Ref

February 23, 1959

Dear Harold:

I whooped over this letter. Can't you just see somebody sitting down and working out a letter that will apply to any and all situations.

It reminded me of the Chinese who wrote a letter which began "Dear Sir or Madam, as the case may be."

Highest regards,

Helen

CHARLES A. RAWSON & ASSOCIATES • 302 WHITEHEAD BUILDING • ATLANTA, GEORGIA

NATIONAL BROADCASTING COMPANY, INC.

A SERVICE OF RADIO CORPORATION OF AMERICA

RCA Building, Radio City, New York 20, N.Y.

CIRCLE 7-8300

February 16, 1959

Helen Bullard
Charles A. Rawson & Associates
302 Whitehead Bldg.
Atlanta, Ga.

Dear Madam:

Mr. Chet Huntley has read your thoughtful letter and appreciates the interest which prompted your writing. He has asked us to acknowledge it and thank you.

The National Broadcasting Company follows a long-established policy of permitting its news analysts to express personal opinion as long as such opinion falls within a factual framework and if it is clearly identifiable as the analyst's own opinion.

In the case of Mr. Huntley's remarks of February 1, we feel that these requirements were amply met. Up to the point at which Mr. Huntley ventured his closing remarks, the program was a conscientiously even-handed report on the controversy over integration in Atlanta. Thereafter, Mr. Huntley's remarks, which even included the highly personal observation that he could be mistaken, were plainly offered as his own opinion, and not that of the National Broadcasting Company.

Although Mr. Huntley was operating within his franchise as a news analyst, we believe that the intense interest in this controversy justified a further discussion of the issues raised on his February 1st program. Therefore, NBC scheduled a special program from 6:30-7:00 on Sunday, February 8, to give a hearing to those vitally concerned who disagree with any of the views expressed on "The Second Agony of Atlanta". We invited the National Association for the Advancement of Colored People to take part in this presentation. We hope that you found the program informative and rewarding.

Sincerely yours,

Kathryn S. Cole

Kathryn S. Cole, Manager
Department of Information

'The Second Agony Of Atlanta'

Southerners who have long bemoaned the fact that the news media of the North has failed to offer a fair presentation of the South's racial plight cannot complain about an hour-long production over NBC-TV Sunday night. Labeled "The Second Agony of Atlanta," the show proved to be a penetrating analysis of the anxiety with which Atlanta citizens of both races view the impending school crisis.

In a rare editorial comment, NBC's Chet Huntley wrapped up the program with the suggestion that the NAACP and the militant Negro leadership withdraw, at this point, from the segregation battle. Contending that the NAACP has become a symbol around which distressing and dangerous tensions have developed throughout the South, Huntley opined that a new group of Negro leaders might be able to achieve greater progress in the drive for integration.

Huntley qualified this appraisal by noting that it would be unfair for the extreme parties of one side to withdraw without those on the other side following suit. This, he evidently reasons, would clear the atmosphere of tension and increase the chances for a gradual and sensible settlement of the region's problem.

That NBC and Huntley will be the target of considerable criticism appears almost certain. Already a spokesman of the NAACP has said that his group will ask for equal time to reply. Some Southerners will probably join critic forces by tagging the suggestion as pure nonsense and extreme idealism.

Be as it may, the important thing—as we see it—is that this national televised show has greatly assisted in opening the eyes of many Americans who sadly are either uninformed or misinformed about the Southern situation. As far as Huntley's commentary, it is important inasmuch as it reveals a thoughtful newsman's concern for a situation which threatens to become one of the country's most costly dilemmas.

The Marietta Daily Journal

"SERVING MARIETTA AND COBB COUNTY FOR 92 YEARS"

Published Sunday Morning and Every Afternoon except Saturday in Marietta, Georgia, by TIMES-JOURNAL, Inc. Entered as Second Class Mail matter in the Post Office at Marietta, Georgia, under Act of Congress of March 3, 1879.

Subscription Prices:
By Carrier weekly, 30 cents.
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PUBLISHER ..... Brooks Smith
EXECUTIVE EDITOR ..... Robert D. Fowler
EDITOR ..... Bill Kinney

FEB 2 1959

THE FREE PRESS

LEON SMITH, Editor — S. J. CARSWELL, General Manager

Subscription Rates: $2.00 per year in Georgia;
$4.00 per year in combination with Thomaston Times
Advertising Rates: 84c per column inch

DEVOTED TO THE BEST INTERESTS OF THE BEST TOWNS AND COUNTY IN THE WORLD.

NBC-TV Presentation Of The South's School Problem Was Fair

The NBC-TV presentation, "The Second Agony of Atlanta" presented from 6:00 p. m. until 7:00 p. m. Sunday was, surprisingly enough, a fair an impartial, with one notable exception, of the racial situation as it affects the schools of Atlanta and Georgia.

Chet Huntley, who narrates "Outlook", is recognized by the South for his partiality toward the integration view over his regular weekly television news and it came as a shock and surprise that the Outlook presentation did not cast Southerners in an extremely bad light.

Both sides were aired, as they should have been, on the show and while it arrived at no conclusions except the biased opinion of Mr. Huntley in his closing "editorial", it did give the nation an opportunity to see both sides of the coin in the South.

Appearing at the time it did, "Outlook" probably boosted the South's stand against integration. Last week's events further aided our cause touched off with the outstanding address by Senator Talmadge in announcing his plan for a Constitutional Amendment to restore schools to local authorities. The South's cause was further aided in a riff between Chief Justice Earl Warren and President Eisenhower over the Supreme Court decision calling for integration of schools.

We watched "The Second Agony of Atlanta" with intense interest and came to the final conclusion that it was a fair and almost impartial news presentation which probably did the South's cause more good than harm.

"From the Press of Georgia"

Charles A. Rawson & Associates
223 Peachtree St.
ATLANTA, GEORGIA
Advertising Public Relations
A CLIPPING SERVICE DEPARTMENT
operated for our clients in cooperation with the
Georgia Press Association

Client

GAINESVILLE DAILY TIMES

Name of Georgia Newspaper

FEB 3 1959

Date

SYLVAN MEYER

Huntley Telecast More Level-Headed

Chet Huntley of NBC-TV Sunday did one of the better "go-South and-do-some-interviews" segregation stories.

Of course, the slant of any nationally produced interpretative news show on this subject could be anticipated, although it should be said of Huntley that he played his stuff fairly straight. He showed excerpts from Gov. Ernest Vandiver's inaugural address, interviewed white and colored high school students, showed some people at the Varsity in Atlanta watching a TV news broadcast and covered a PTA meeting at Northside High there.

If the news commentator is to keep his own ideas and views out of such a report, he exhausts his possibilities quickly in interviews and speech excerpts. After all, you could interview 20 people at random in the South and receive a representative cross section of opinions and once you broadcast an opinion, you wouldn't add much by broadcasting it again from a different person.

Perhaps one of these days the networks will do the thorough background job that has been accomplished by the United Press International and Associated Press. TV should be able to make comprehensible the vast differences in different parts of the South, the background of the Southerner himself and why he thinks as he does. It could be done.

At his hour-long program concluded, Huntley went unabashedly into the editorial realm and told of his own reactions. He apparently understood, for he reflected genuine concern, that there are indeed Southern people who just aren't going to accept any new basis of pupil selection for many, many years to come.

"We hear please that integration be slowed down," Huntley said. "If it were slowed down, there just wouldn't be any at all.

"It's not that we've been integrating too fast, but that we've been integrating too loud."

Considering the source, it was surprising to hear him reprimand the NAACP for pushing too fast in some areas.

While Huntley's report was interesting, it added little new material until he began his own interpretations of the situation. We don't resent editorial opinion when it is frankly identified as such, as his was, and would have preferred to hear his views at more length.

Huntley called the program "The Second Agony of Atlanta." Certainly the current situation will not be allowed to grow as agonizing as the first one.

MRS. ELLIS BLOCKSON
305 CENTENNIAL AVENUE
SEWICKLEY, PENNSYLVANIA

July 10, 1959

RECEIVED JUL 14 1959

Mr. Harold C. Fleming
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

My Dear Mr. Fleming,

Thanks for sending me a copy of Mr. Huntley's June 23 letter to you and one of your July 1 letter to Dr. Brawley.

Mr. Huntley's letter is a rather remarkable document, for it seems strange that he, in New York, should send to you, in Atlanta and an officer of the Southern Regional Council, a two-page letter of pronouncements about the past, present, and future of race relations in the south, an area which is the special field of observation, study, and analysis by your organization.

But he admits that his viewpoint is debatable, so I am sure that if it is possible to help him achieve a better understanding of the South, you and the Council of Presidents have acted with wisdom and efficiency in order to accomplish this end.

Sincerely yours,

Susan J. Blockson

RECEIVED JUL 6 1959

CLARK COLLEGE
ATLANTA, GEORGIA

OFFICE OF THE PRESIDENT

July 3, 1959

Mr. Harold C. Fleming
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Fleming:

Thank you for your letter of July 1 and for the copy of the letter from Chet Huntley which you enclosed.

It is interesting to note how limited Mr. Huntley is in his knowledge and understanding of the Negro and race relations in the south. His letter helps to explain why he has made so many terrible blunders in discussing the race issue. I hope, however, that your letter will be helpful. Let me, again, thank you for what you have done to help enhance Mr. Huntley's knowledge of the racial situation.

Sincerely yours,

James P. Brawley
President

JPB:jld

MEMBER UNITED NEGRO COLLEGE FUND

July 1, 1959

Dr. James P. Brawley
President
Clark College
Atlanta, Georgia

Dear Dr. Brawley:

You will be interested in the enclosed letter from Chet Huntley. His understanding of race relations in the South is clearly far from adequate, but perhaps our exchange of correspondence was of some help.

I am also sending a copy of this correspondence to Dr. Clement and Mrs. Blockson, from whom I have had a very kind letter.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1.

cc: Mrs. Ellis Blockson
Dr. Rufus E. Clement

July 1, 1959

Mr. Chet Huntley
National Broadcasting Company, Inc.
RCA Building
Radio City
New York 20, New York

Dear Mr. Huntley:

Thanks for your full and informative reply to my recent letter concerning your communication with Mrs. Blockson. I will share it with the persons who called the matter to our attention.

I hope you will call on us anytime we can assist you with information or other services in our field.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

RECEIVED JUL 1 1959

MRS. ELLIS BLOCKSON
305 CENTENNIAL AVENUE
SEWICKLEY, PENNSYLVANIA

June 27, 1959

Mr. Harold C. Fleming
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

My Dear Mr. Fleming:

Thanks for sending me a copy of your June 10 letter to Mr. Chet Huntley.

I, too, have admired Mr. Huntley, and I know many Americans respect his opinions. For America, it could be tragic if a man in his position should lack accurate information and the ability to make sound evaluations.

Your well documented letter furnishes information which if properly used will ultimately benefit all of Mr. Huntley's audience. I admire and appreciate your interest.

Sincerely yours,

Susan J. Blockson

THE HUNTLEY-BRINKLEY REPORT

NBC NEWS

NATIONAL BROADCASTING COMPANY, INC.
RCA Building, Radio City, New York 20, N. Y.
CIRCLE 7-8300

CHET HUNTLEY

Rcd 6-26-59

June 23, 1959

Dear Mr. Fleming;

Many thanks for your letter.

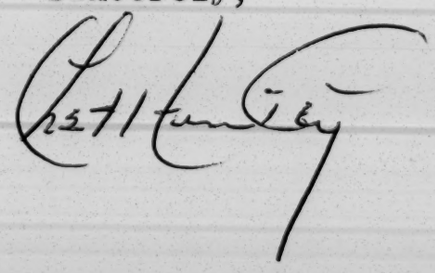
Unfortunately, I do not have a copy of my reply to Mrs. Blockson, so I cannot tell you whether I expanded my remarks beyond the quotation contained in your letter. If I did not, I trust you will understand it was because of a busy schedule and a mass of correspondence to answer. To whatever extent I may have expressed myself poorly or insufficiently, I certainly did not intend to leave the impression that there is no adult Negro leadership in Atlanta.....only that in the context of our story there was none. That, too, may be a debateable point, but it was the way in which I interpreted the issue.

The problem was, and it remains, one for the white community of Atlanta. It, and it alone, must determine whether it will abide by the decision of the United States Supreme Court,

and what it will do in the face of the threat that the Georgia Legislature may close Atlanta's schools. In this context, it is my opinion that there is no Negro leadership in Atlanta commanding the power, authority, prestige, or constituency which can effectively influence the decision of the white community. I wish it were otherwise, but I cannot see how it can be argued otherwise. Is this not one of the arguments of the Negro.....that he must be given the opportunity to develop his leadership to the end that he can help determine his own fate? This, by the way, is why I am of the opinion that the Southern Negro would have been better advised to win his case for full and complete voting rights before moving full-force into the school segregation issue. But that is another issue.

Thus, the story we did in Atlanta, most certainly concerned the Negro, but the decision will be made by the white community and had we brought a number of Negro spokesmen into it, I am sure we would only have succeeded in inflaming prejudice and passions, and there is far too much of that already.

Sincerely,



Mr. Harold C. Fleming
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Ga.

CLARK COLLEGE
ATLANTA, GEORGIA

OFFICE OF THE PRESIDENT

RECEIVED JUN 17 1959

June 16, 1959

Mr. Harold C. Fleming,
Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear Mr. Fleming:

Thank you for sending me a copy of your letter to Mr. Chet Huntley, under date of June 10, 1959. This is an excellent letter, and I am sure that it will have its effect. It was very good of you to write this letter, and I assure you that all of us are deeply appreciative.

I think it was a good idea to send a copy of this letter to Mayor William B. Hartsfield.

Sincerely yours,

James P. Brawley

James P. Brawley
President

JPB:jld

MEMBER UNITED NEGRO COLLEGE FUND

June 10, 1959

Mr. Chet Huntley
National Broadcasting Company, Inc.
RCA Building
Radio City
New York 20, New York

Dear Mr. Huntley:

A friend has passed on to us a copy of a postal card which Mrs. Ellis Blockson of Sewickley, Pennsylvania received from you in reply to her letter concerning "The Second Agony of Atlanta." The text of the card is as follows:

> Dear Mrs. Blockson: Thanks for your letter regarding the Atlanta program. We used only one adult Negro because there is no adult leadership in the city and because we thought the children spoke more eloquently than their parents would have.
>
> Sincerely, (s) Chet Huntley

Particularly since Bill Hill paid us a visit while he was here preparing the program, I feel that I should write you about this serious misinterpretation of the Atlanta community. As one who has admired your work and is aware of your national reputation as a newsman, I feel certain that you would want the facts - which are wholly at variance with the above statement - called to your attention.

The truth is that there is hardly a city anywhere in the United States that can compete with Atlanta in the quality and quantity of its Negro leadership. The Atlanta University center is a world-renowned aggregation of Negro institutions of higher learning. Their faculty members alone provide a richness of leadership which, apart from race, would be unusual in any city.

As Helen Fuller wrote recently in the New Republic:

> As a university center for more than 50 years, Atlanta has a large pool of high-quality Negro leadership.
>
> These educated men and women create a different, more acceptable image of the Negro than white people in most other Southern cities see. A Negro professor of history was elected over a white candidate to the Atlanta City Democratic Committee not long ago. Due to the pioneering of men like A. T. Walden, who began the practice of law in the city 40 years ago when Negroes were not even welcome in the courtrooms, strong interracial business contacts exist. Negro executives of the Citizens' Trust Company, working with fellow members of the Federal Reserve System in leading white banks like the Fulton National and First National, have negotiated financing for millions of dollars worth of Negro housing. Atlanta Life and Southeastern Fidelity, two large Negro insurance companies, have helped obtain more such mortgages through their contacts with white companies in the same fields.

Emmet J. Hughes, in his Fortune article of September 1956, also wrote at length of Atlanta Negroes' achievements in the fields of business and finance as witness the following excerpt:

> Auburn Avenue in Atlanta lays claim to being the richest Negro street in the world. It is not a pretentious sight, most of its low buildings housing the familiar, drab Negro taverns, barbershops, groceries. But scattered among them there stand: the Atlanta Life Insurance Co., whose $40 million in assets qualifies it

as the largest Negro stock company in the U. S.; the Citizens Trust Co., with assets of $7 million, the Negro bank belonging to the Federal Reserve System; the Atlanta World, the nation's only Negro daily; the Mutual Federal Savings & Loan Association of Atlanta, with assets of $11 million, the largest such institution south of Washington. These institutions (their resources matched by Negroes nowhere in the U. S., (with the possible exception of Durham, N. C.) give the key to the relative well-being of Atlanta's 185,000 Negroes. That key is a credit supply.

When I talked with Mr. Hill, I pointed out to him that Atlanta University's President Rufus E. Clement has twice been elected by city-wide, popular vote to the Atlanta Board of Education. Dr. Clement's ability is nationally -- even internationally -- recognized, and by his fellow members of the Atlanta Board he is thought of not as "the Negro member" but as an outstanding educator and administrator. Comparable achievements could be cited for the other Atlanta Negro college presidents, bankers, business executives, ministers, social workers, lawyers, and other professionals.

Atlanta's relatively progressive record to date in race relations and civic life would not have been possible without superior leadership, Negro as well as white. Mayor Hartsfield, for one, has paid public tribute to this factor many times.

Rather than prolong this letter further, I will forgo more detailed and specific examples. But if you are left in doubt as to the abundance of adult Negro leadership in Atlanta, I hope you will give us an opportunity to furnish more documentation.

Sincerely yours,

Harold C. Fleming
Executive Director

HCF/mf

CLARK COLLEGE

ATLANTA, GEORGIA

OFFICE OF THE PRESIDENT

June 1, 1959

Mr. Harold Fleming, Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Fleming:

Pursuant to our telephone conversation this morning, I am forwarding to you a copy of the statement sent on a card to Mrs. Ellis Blockson, 355 Centennial Avenue, Sewickley, Pennsylvania, by Chet Huntley. As indicated in my conversation, we of the Negro community are amazed at the dense ignorance of Chet Huntley regarding Negro leadership in Atlanta. I am pleased to know that you are willing to follow through on this matter, and send a statement to Chet Huntley regarding Negro leadership in Atlanta. I think that your suggestion is good to call the matter to the attention of Mayor William B. Hartsfield.

If we can be of any assistance in furnishing information, we shall be glad for you to call upon us.

Sincerely yours

James P. Brawley

James P. Brawley
President

JPB:jld

MEMBER UNITED NEGRO COLLEGE FUND

C
O
P
Y of postal card

NBC News 30 Rockefeller Plaza New York 20

Dear Mrs. Blockson:

Thanks for your letter regarding the Atlanta program. We used only one adult Atlanta Negro because there is no adult leadership in the city and because we thought the children spoke more eloquently than their parents would have.

Sincerely

(Signed) Chet Huntley

via air mail

July 11, 1960

Mr. Irving Gitlin
National Broadcasting Company
RCA Building, Radio City
New York 20, New York

Dear Mr. Gitlin:

Here are the materials I promised in our telephone conversation this morning. The mimeographed and printed publications are self-explanatory. One word about the roughly reproduced report on Nashville. This is a rough draft by Wallace Westfeldt, a reporter on the Nashville Tennessean, which will shortly be out in printed form. I'm including it, despite its roughness, because I think you will find the Nashville story well worth considering for your program. A good contrast would be the situation in Tuskegee, Ala., which is described in one of the booklets enclosed.

If these two places don't fill the bill for some reason or other, the remaining material will suggest other possibilities.

As for a reporter, Westfeldt would be a good choice, especially if you settled on Nashville -- this, assuming that he could shake loose from his regular job for a long enough period. Another possibility would be Mrs. Margaret Price, who authored one of our reports; she is an experienced newspaper woman and can be reached at 3916 Mackall

Avenue, McLean, Va. telephone number; Elwood 6-4516. George McMillan, whom I mentioned on the telephone, can be reached at Box 299, Aiken, South Carolina; telephone: Midway 9-4747.

Let me know how and when we can help further.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosures

Westfeldt ms. on Nashville
Field Reports on Desegregation in the South
Voting Rights and Economic Pressure - Lewis Jones & Stanley Smit (Tuskegee)
Sit-in materials: Student Protest, Price & Moreland reports.

July 15, 1960

Mr. Al Wasserman
National Broadcasting Company
RCA Building - Radio City
New York, New York

Dear Mr. Wasserman:

My trip to New York has definitely been planned for next week. This is just to let you know I will be there Wednesday and Thursday, July 20 and 21, and will call you Wednesday morning about the possibility of our getting together.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

Enclosures: School Desegregation...
March, New South
An Appeal for Human Rights
HCF's N. Y. Times Article
Settling a Sit-in
Lunch-Counter Desegregation - Patrick
Mon. June 6, 1960 New Release on lunch-counter desegregation
Sun. Aug. 7, 1960 New Release on lunch-counter desegregation
Background Report on School Desegregation , 1960-61
The Student Protest Movement, Winter 1960 (Special Report on Sit-ins)
To Toward a Solution of the Sit-In Controversy - Price
Lunch-Counter Desegregation in Texas - Morland

via air mail special

September 20, 1960

Miss Joan Seaver
National Broadcasting Company
30 Rockefeller Plaza
Room 493
New York, New York

Dear Miss Seaver:

Enclosed is the material promised on sit-ins. Several additional pieces of material have been included since they seem to me to have some value for your concerns.

If it develops that you need additional material, let us know. It is quite likely, for instance, that we can be of help in providing detailed information if you decide to center your program on several Southern cities.

The Jacksonville report which I mentioned this morning is not enclosed. Regrettably, I have not been able to reach the persons concerned to get their permission to send this to you. It may follow in the next day or so. I do hope that you will give consideration to reporting in depth on recent events - - and their causes - - in that city. Whether or not the abovementioned report is available, we will be able to supply you with considerable material if you do decide to look further into the Jacksonville story.

Please feel free to call on us if we can be of help.

Sincerely,

Paul Anthony
Executive Assistant

PA/mf
Enclosures

September 26, 1960

Mr. Robert Young
Film Director
Creative Projects
National Broadcasting Company
RCA Building, Radio City
New York 20, New York

Dear Bob:

I will be happy to see that you are placed on our mailing list to receive our various reports and releases.

It is good to know that you are making progress on the documentary. I saw Will Campbell not long ago, and he told me that he was planning a foray into Mississippi with you. I hope it came off and produced good results.

The nest time I am in New York, I hope to see you.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

9/19/60

NATIONAL BROADCASTING COMPANY, INC.

A SERVICE OF RADIO CORPORATION OF AMERICA

RCA Building, Radio City, New York 20, N. Y.

CIRCLE 7-8300

September 15, 1960

Mr. Harold C. Fleming
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Added to All-Purpose List
WF

Dear Harold:

I would appreciate it if you would please add me to your mailing list to receive your Special Reports and News Releases.

We are making progress on our film and are now in the midst of planning the Nashville sequence. If you are in New York one of these days, I would like very much to tell you what we are doing and get the benefit of your advice.

Sincerely,

Robert Young

RY/pb

Robert Young
Film Director
Creative Projects
NBC News

File

BERKELEY G. BURRELL, PRESIDENT

F. D. PATTERSON, CHAIRMAN EMERITUS

NATIONAL BUSINESS LEAGUE

OFFICE OF THE PRESIDENT

3418 GEORGIA AVENUE, N.W. · WASHINGTON, D.C. 20010 (202) 726-6200

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NEW YORK
JOHN W. WINTERS
NORTH CAROLINA

Make folder "National Business League" file in "Na" section

December 15, 1967

Mr. Paul Anthony
Executive Director
Southern Regional Council
Atlanta, Georgia

Dear Mr. Anthony:

Enclosed is a complete report of the December 5-6, 1967 meeting of the National Committee for Equal Participation in Business.

You will find:

1. Cover letter sent to all participants indicative of our present state of development.

2. Workshop and Proceedings reports of the entire meeting.

3. Background Documentation: i.e., Speeches of Burrell, Howard and Conyers.

We look forward to seeing you January 4 or February 21, 1968.

Very truly yours,

Berkeley G. Burrell

BERKELEY G. BURRELL
Acting Co-Chairman
National Committee for Equal
Participation in Business and
President, National Business League

BERKELEY G. BURRELL, PRESIDENT

F. D. PATTERSON, CHAIRMAN EMERITUS

NATIONAL BUSINESS LEAGUE

OFFICE OF THE PRESIDENT

3418 GEORGIA AVENUE, N.W. WASHINGTON, D.C. 20010 (202) 726-6200

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NEW YORK
JOHN W. WINTERS
NORTH CAROLINA

On behalf of the National Business League and our Project Outreach staff, we would like to express our sincere appreciation for your participation in our planning meeting of the National Committee for Equal Participation in Business December 5-6, 1967.

To accomplish the mission of the Committee as an Advisory Board of Project Outreach and to achieve our aim of expanding opportunities for the disadvantaged minority business community we need more of the services of truly resourceful persons such as yourself.

To serve as a national clearinghouse for economic development plans and programs that provide opportunity for our minority small businessmen constituency, which is what you thoughtfully agreed upon as a useful service of our Committee, we need effective liaison with many active groups. We ask you to serve, in effect, as our extended staff to involve others.

We welcome your suggestions on program. We solicit your advice on persons whom we should contact for membership on the Committee, as well as your aid in referring people to us whom you feel might make valuable contributions to the Committee.

We particularly need support from corporations both in terms of money support and program cooperation.

Our Steering Committee Meeting is scheduled for January 4, 1968. As we stated at the General Session this meeting is open to your voluntary participation.

Our next regular meeting will be February 21, 1968 in Washington, by which time Outreach will be underway fully in 12 or more cities.

We shall look forward to maintaining close and constant contact with you during the ensuing months.

Again we thank you for your cooperation.

Very truly yours,

Berkeley G. Burrell

Berkeley G. Burrell
Acting Co-Chairman
National Committee for
Equal Participation in Business

"EQUAL PARTICIPATION IN BUSINESS AND NBL PROGRAMS TO ACHIEVE IT"

SPEECH BY

B E R K E L E Y G. B U R R E L L, P R E S I D E N T

N A T I O N A L B U S I N E S S L E A G U E

NATIONAL COMMITTEE FOR EQUAL PARTICIPATION IN BUSINESS

December 5, 1967 Washington, D.C.

Mr. Chairman Distinguished Guests and Members of the Committee:

It is heart warming and most encouraging to see you all assembled here for the purpose of seeking solutions to the problem of economic development in our depressed Urban areas. For the National Business League, it has been a long, lonely tedious and painfully difficult and wearying struggle these past 67 years, that brings us now to this moment - when we grasp the reins of leadership to offer our Nation a realistic proposal for solving its woes of social instability.

Let me say that we do not expect any panacea from your deliberations - we do not expect this meeting to produce a religious fervor of excited activity that might raise unrealistically the hopes of immediate and drastic economic change. But we do hope most sincerely that all of you here today will leave this place dedicated to the proposition that you - and each of you - will do all within your power to assure that black men and other minorities will have equal participation in the Nation's profit-making process. That you will leave here with the firm conviction that we can make significant contributions to the Gross National Product, given the support and resources for success in business.

That among the 10,000 members of the NBL, you see the kind of responsible citizens who can - with your help and support - provide the positive leadership that will serve to maintain stability, security and tranquility in our teeming urban ghettos. It is our deep hope that this meeting will produce the kind of interracial cooperation that will make our people better business operators, more meaningful symbols of the kind of material success that the worlds richest society offers the majority of its citizenry and the firm and lasting confidence that business people have

for each other that will vastly expand our economic productivity.

Business is the motor force of our society and profits the fuel for its operation. The free and unfettered operation of the profit-making process is the sole source for economic, social and political stature. What we say to you here is: If you join hands with us here and now we can reduce the tremendous liability of public welfarism and high police costs by making the elements contributing to these costs productive units within the society. We will do this not with hat-trick speed but through sustained motivational effort, visible examples of material rewards for diligent performance, and positive images of responsible citizenship. And, we submit that the cost to you, your firms and our society will be substantially less than the cost of military suppression of ill-advised and irrational violence. Violence as we have seen it recently is an emotional response to immediate stimuli, underwritten by deep-seated grievances ignored. To suppress violence is to expend resources; to support the indigent is to expend resources; to transform the non-productive to roles of productivity is to create and add to the Nation's resources. As business people, it is our inherent responsibility to make this transformation - here and now - at this point in our Nation's history. How then, do we achieve this historically significant transformation?

The National Business League proposes 'Project Mainstream' as its formula for evolving domestic tranquility and promoting economic growth. All of you here have seen the outlines of the program, so I won't go into its details here, other than to point out that Mainstream was borne of Project OUTREACH, and can be nurtured to full maturity only by the fulsome cooperation of all of you here today.

Project Outreach starts at the very bottom rung and seeks to prepare our people for successful operation of business enterprises. It is a very limited program in terms of widespread federal funded applicability. You can help it along by searching your local community for additional resources to place an OUTREACH program in each of your individual cities. The federal program finances only twelve cities. Our national staff can handle an unlimited additional number of cities without increase in our personnel. There are few cities in the Nation that cannot raise the approximately $20,000.00 required to establish a local Outreach office. Local government, business organizations, United Givers Fund - any one of any combination of these groups could provide us with funds to place an 'OUTREACH' Program in every one of the Nation's cities. It should be a first order of business, then, that you consider committing

yourselves to this task as soon as you return to your respective communities. The need for basic, practical business training is critically apparent. We must start at the basic training. Government recognized the need and has begun the effort. The private business community would appear to be duty-bound to support the effort that government has now seeded.

Moving beyond the basic learning experience, we advance to an intensified tutorial training approach, wherein we almost literally hold the little fellows hand as he learns the disciplines and mores of good business practice. Here again we have asked the government to lead the way. But, in spite of our general feeling as businessmen that government is a wastrel with our tax dollars, we have been negotiating with them for well over a year to get our pilot "UPLIFT" project operational in just one Chapter city. We are now cautiously optimistic that - hopefully - we can get the one UPLIFT operation going. I understand that around the agency they have nick-named the proposal "MAIDEN-FORM", so I'm not sure if that means it's going to be rushed out or hung on to. But, hopefully again, we will be able to become operational shortly. The point is that NBL proposes to do all in its power to assure that any financial support that is provided for our membership will be properly employed in the earning of profits; that it will not be ill-spent on unwarranted material or services that fritter away such financial resources; that the individual operator of a business will receive the maximum benefits from the wisest most prudent use of financial resources.

Of the many problems confronting our membership and the other deprived small business operators, money and the lack thereof - is the most critical. To a large degree, the lack of readily-available capital is the most serious one because of the deeply-depressing psychological effect it has on the operator himself. In all too many instances, the business operator engages in practices that he himself knows are wrong, but he must continue robbing Peter to pay Paul because he does not have the working capital to operate his enterprise properly. This frustrating state of affairs produces an obsession of hopelessness that destroys creativity drive and iniative. It stiffles ambition and suffocates hope. NBL is first to admit that in all too many instances a profusion of funds will not reverse these psychological barriers. But the absence of readily-available capital assures that there will be no material change in either the emotional pattern of the operator or the profit pattern of the business. Capital is normally acquired by family savings accummulated, mutual investment by close friends or the sale of securities to the investing public. None of these sources are available to the small minority entrepreneur.

Few businesses maybe started or developed to meaningful significance today with less than $25,000.00. Few working families can save from their earnings more than $1,000.00 per year. It would thus require a quarter of a century to acquire the requisite capital to properly establish a new enterprise. This restless, fermenting generation is unwilling to wait. If the individual is without accummulated savings in ample supply, so are his friends. An offering of securities to the investing public would be an excercise in futility.

So, given this state of affairs, if the Nation is to convert its economic dependents to productive components of our society, it must provide the capital resources with which to begin the process. Here, too, the most efficient method of accomplishing this end is through a partnership of government and the private business community.

Thus, the establishment of a Small Business Investment Company is our answer to the capital dilemma. I am aware of the fact that SBIC is a dirty word to any of you. We do not share such views. As always, our people are three days late and $2.00 short. We are just getting to the program - after the bad image has been created. But, we favor the SBIC approach because it is the only method that we know of that the business-government partnership can be utilized to provide our people with the capital resources we need so badly with the minimum risk of total loss.

Our original proposal envisioned the establishment of an investment company in each one of our eleven regional offices. It would be a gradual build-up - not a crash program. Immediately, we wanted to establish one SBIC in Los Angeles, California, and one in the District of Columbia. Each of these would have a minimum capitalization of one million dollars in private money. We want the major business establishments in these areas to provide this capital. Some companies may make outright grants, others may purchase debentures, others may acquire stock. But, in order for the company to effectively seed the growth of our small business people, it must be operated by our people. In short, you must entrust these funds to our prudent guidance. With the leverage of matching government funds, we can then seed worthy business enterprises to economic significance. We will not be able to finance any and all businesses. But we will be able to provide capital in sound ventures with good promise of success that cannot now be serviced by normal finance channels.

The core of our plans for the success of our business of our business expansion and growth proposal is urban development.

We propose to develop complexes or clusters of businesses ranging from the ambitious 30 acre Vernon and Central project that our Los Angeles Chapter has planned - to smaller but equally handsome neighborhood convenience centers. Many of these will be developed as condominiums with each shop owning its own parcel. The entire complex would largely be owned as well as operated by the indigenous citzenry. Extensive use of franchises and distributorships will considerably ease the monitoring and guidance of the NBL. Similarly, contiquous small industrial parks are to be created that will house sub assembly and light manufacturing facilities in which complex processes may be broken down into simplified steps that will enable the indigenous population with limited skills and low work capability to earn fair wages.

The technique for developing these new business enviroments is the local development company concept, authorized under section 502 of the Small Business Act. The liberal terms of this kind of financing offer maximum security for private financiers.

But the vehicle that will tie the total package together is the non-profit NBL Urban Development Foundation. This foundation will operate as an "in-house' service facility that will guide indigenous non-profit groups in creating new housing enviroments it will provide seed money for these groups to create the kind of housing deemed best suited to the needs of the sample population to be served. It will assist in advancing such programs to the point that the citzenry in general will be motivated to recreate their cultural enviroment through the processes of redevelopment. The foundation will similarly aid the indigenous ghetto operator of a business to locate, design, and create the shopping centers and industrial parks that are concerned. All of this activity will accrue to the general good of the community and will work best where the industrialists in the majority business community join hands with our people in the constructive pursuit of profits.

Overlooking all these activities, will be an electronic data processing and business reporting system that will monitor the far-flung activities of the burgeoning league chapters around the Nation. The system will be designed to assure maximum efficiency in all of the multiple business functions involved in the NBL program, to keep close watch on the NBL program itself and bring to the small entrepreneur the benefits of modern management and accounting technology.

The National Business League submits to you that if you join hands with us and our government, we can quickly evolve the kind of business leadership in our ghetto communities that will radically reduce the probablilty of civil disorder and the outrage of senseless violence. It should be clearly understood that we are not here talking about "Black Power", or "White Power". We're simply talking about solid economic power. "GREEN POWER", if power we must have. Legitimate power born of initiative, perserverance and ability. Our well intergrated Chicago Chapter is mute evidence of the kind of inter-racial association we seek to build all over our nation.

You who are here today clearly indicate by your presence that you are concerned about our nations futrue. Your charge here today is to help us to evolve the details for putting the design into operation. The times are uncertain and the need most urgent. The nation belongs to all of us - differences in skin pigmentation to the contrary, not withstanding. Its future is in our hands. The bitter deprivation and discrimination dark men have suffered for lo these many hundreds of years are a burden on the consciences of the white people of this country. Black men in turn have the moral obligation to contain and control the violent rebellion of our restless young. This in turn means that the forces of power-economic and political - must provide us with the tools on loans if you will - with which to build the kinds of success images that will influence our posterity.

That is your mission here today, and our nation awaits your decision to meet this challenge. For the members of the National Business League, it is a great joy to have you with us. We hope your stay is a pleasant and productive one. Thank you very much.

Remarks of Congressman John Conyers in response to speech by Berkeley G. Burrell President, National Business League at the National Committee for Equal Participation in Business, Washington, D. C., December 5, 1967

I'm very pleased to be here, to share with you the exciting moment we have arrived at. As you know, for the last three years in Congress I've been trying to find out what doors open what, and where these committees lead to and what these motions to table end up doing with certain resolutions. And I am particularly aware of the role that government must play in any meaningful development of programs that this organization has outlined. I am not sure, however, how many of us here tonight are aware of how little the government is doing in this regard. It's not clear to me how you relate many of the peripheral issues of the day to the business that is at hand this evening. As one who has been trying to re-order the priorities of our Nation, I am constantly surprised at those who apprise me of the fact that they make no distinction between our foreign and domestic policies, and do not ask why we're getting so little in the domestic trough and so much in the area of defense-spending. Some 31 billions of dollars are spent annually toward a war that, if it's making sense to you, makes very little sense to me.

Now, I know I'm going to upset some of you here, and I'm here for just that purpose. To others of you, I may make a little bit of sense. But gentlemen, you can sit here until the year 2000 talking about what you're going to do. I'm very willing to concede that there is a great deal that the Negro entrepreneur can do to improve his own skills, to prepare for the real opportunity that is ahead for all of us. I'm perfectly aware of the fact that there are positions that are being opened every day which we are unable to fill with Negro talent. But I suggest to you that that is not the largest task. The largest task we face here tonight, more importantly than as businessmen, but as citizen statesmen, is to act as Americans who are willing to help bring their force as citizens to bear to re-order our priorities in this country.

You hear very little these days about guns and butter, or guns or butter, because we are very well aware that you can't have both. We are very well aware that once you begin a war anywhere in the world, notwithstanding the fact that you're the most powerful force in all of history, you cannot maintain a war commanding a half-million American troops, 31 billions of dollars a year 'known' expense and then maintain a war against poverty on the home front. It didn't sound practical to begin with and has proven totally impossible.

Now, there's been a great deal of criticism about the Congress in this regard, that the Congress isn't doing what it ought to do; and I'm the first to give testimony by chapter and verse, bill by bill, since January 4, 1965, to the ineffective way that the Congress has risen to the occasion of our domestic crisis. But the Congress reflects the Nation; the Congress reflects generally, more or less, and thank God, not totally, the mood of many people in the country.

Now the reason that there's a disparity between the way that Congress reacts and the real mood of this country is because, for one thing, the 22 million black people in the Nation have never yet started to seriously think about the political role that they play in this crisis. I've talked with civil rights leader after civil rights leader, and they are all concerned almost to a man about the threat of a black-power militance and the rising tendency toward violence in the slums of America. And no one has understood yet that before you resort to violence, you've got to use and find, too, your political resources particularly in a democratic country.

Remarks of Congressman Conyers (cont'd)

Somehow, we've skipped over a very important aspect of the possibility of bringing black America into the mainstream of American life. And, perhaps, there is good reason for it. We've had, to me, a very unhappy history of Negro political leadership, to be perfectly frank with you. All too often, the Negro elected to public office is the pawn of some local power structure or the tail end of some political machine. And, if he represented anything, the one thing he didn't represent was the aspirations of the black community. If we'll be honest for a minute, we'll recognize it and you can be able to document it, chapter and verse, in every state of the Union where there are Negro-elected officials.

What I'm saying therefore is that we've got to begin to recognize the political importance and significance of black people, being "segregated" if you please, into the urban centers of America. Because, it's in this political power that's accumulating and has accumulated that I see the way out to our freedom, both civic, social, political, and economic. As I see it, and as Frederick Douglas saw it over 75 years ago, in this kind of situation that we find ourselves in, power yields only to power, and even then, not without a struggle And that's what you represent here. You represent the answer to all the people who would throw a Molotov cocktail. You represent the solution to the problem of 50% of the black youngsters in the urban cities and schools who never graduate from high school, who become the human dynamite year after year after year that builds up ready to go off in every major city. You here represent the common forces of reason and sanity and leadership in the Negro community.

But I'll tell you one thing, you're not going to get any more than you deserve if you're going to continue to beg. You're going to get exactly what beggers get. And, that's what's left, if anything. Now you've got a right to demand it. You've got a right to demand immediate participation on the part of the government and on the part of big business in this country if we want to continue our way of life in anything like the way it's been going on before, only a little more integrated.

It's up to us. And it means that you're going to have to think as citizen statesmen and operate politically. In 1964 out of 10 million eligible voters, 4 million of them didn't vote. I think we've got to change that. I think we've got to make ourselves politically aware and then translate all that has gone on in this very fine presentation into some ACTION. I'm very disappointed about the administration that I worked so hard for in 1964, that I supported 95 percent of the time, in what it has done about getting Negroes into business. It's absolutely disgraceful! And anybody who sits here thinking anything else, I think, is being misled or does not appreciate the facts. I'm willing to fight for it -- what are you willing to do?" Applause.

1.

"Equity Capital: How to Operate an SBIC to Provide It"

Notes on a speech by James W. Howard, President, Meister Brau, Inc. former President of NASBIC (1963), the National Association of Small Business Investment Companies and a founder of Growth Capital, Cleveland Ohio. Presented at National Committee for Equal Participation in Business, Project Outreach of the National Business League, Washington, D. C. December 6, 1967

SBIC's Formation and Operation

Small Business Investment Corporations offer the best opportunity for assistance to small business because of their lending operations. SBIC's offer long term loans at low interest rates. A borrower cannot get this type of assistance from any other private lending corporation. In this respect they (SBIC's) are invaluable to small loan borrowers.

Composition of the Corporation

It is advisable to select as your partners and officials businessmen who have a variety of skills. The success of any business depends upon managerial competency. It is advisable therefore to select as SBIC officials a corporate lawyer to interpret Federal regulations and local laws governing the operations of the corporation; also a cost accountant to establish financial controls of the corporation and borrowers records; an investment banker to pass upon the soundness of your corporate investments and the business structure of your borrower's establishments. Above all you need a good manager of the corporation. The essential job of a manager is that of planning, working with and developing people. This is essential to the success of any business.

Set up specific goals for your corporation and follow them carefully. Also try to get executives in your corporation who have a variety of skills and who have some knowledge of various types of business establishments. Such individuals can better judge the soundness of business firms that apply for SBIC loans. Do not try to operate too fast and don't loan out all your money. Always keep a reserve or cushion for emergency purposes.

Lending Operations and Loan Policies

Obtain complete information about the people or firm to whom you loan money; learn their strength and their weaknesses.

In making your loan agreements, maintain certain restrictions and requirements which will permit you to step in and correct any flaws in the operations of your borrowers. Acquaint them with all new information about the kind of business in which they are engaged and advise them to contact or confer with members of SCORE or other experts. Make it mandatory that your borrower submit periodic reports on the status of his business. This is necessary to protect your loan equity in his business. This is also healthy for him.

Types of Borrowers

Corporate borrowers are safer than individual proprietors. In the case of death the delays of estate administration could be costly. With a corporation, it is easier to "reach" their asset reserves in the event they default in their payments.

Notes on speech by James W. Howard (cont'd)

Summary:

1. Select a good manager and other specialist - lawyer, accountant, investment banker as your partners in the loan business.

2. Leave a cushion or reserve fund for protection; don't lend out all your money at one time.

3. Know your borrowers: study their business structures and their operations. Don't lend money to a business with a poor manager. Assist your borrowers in the proper operation of their businesses.

4. During the loan period, place rigid restrictions on your investment money business enterprise.

National Committee for Equal Participation in Business
a function of
Project Outreach
funded by
The Office of Economic Opportunity
and
The Economic Development Administration
directed by
The National Business League

Outline of Proceedings and Report of the General Session
National Committee for Equal Participation in Business

12/5/67 Dinner Meeting: 7:15 p.m. - Sheraton Park Hotel, Washington, D.C.
Maryland Suite
Number in Attendance: 51

BERKELEY G. BURRELL, President, NBL presiding . . . . . .

Headtable guests: Bruce Llewellyn, Deputy Administrator, Housing, City of New York
Hon. John Conyers, House of Representatives
Berkeley G. Burrell, President, National Business League
Matthew K. Clarke, Associate Director, National Project Outreach
Edward G. Roach, Project Officer, Office of Economic Opportunity
David E. Rice, Director, Project Outreach

M. K. Clarke: Introduced himself and spoke briefly about the National Committee for Equal Participation in Business and gave a slight orientation on the workshops to be held the following day and some of the plans and procedures regarding those workshops. He then introduced the President of the National Business League, Berkeley G. Burrell.

President Burrell: Thanked Mr. Clarke for the "F.B.I. report on himself" (referring to the background history Mr. Clarke gave on Mr. Burrell about his business functions and outside interests.) Mr. Burrell in turn introduced the headtable guests. (Speech of B. G. Burrell is available on request)

Following the speech, a question was directed to one of the headtable guests, Congressman John Conyers. "What comments do you have, Congressman, on the National Committee?"

Congressman Conyers: (Remarks of Congressman Conyers are available.)

There being no further discussion the Meeting was adjourned until 9:00 a.m. December 6, 1967.

12/6/67 9:00 a.m. - 12:30 p.m. Workshops A, B, C, met. (Reports of Workshops are attached)

12:30 p.m. Luncheon Meeting, North Cotillion Room

Commissioner Mary Gardiner Jones, Federal Trade Commission, presiding . . . . . .

Headtable guests: Dr. Maurice Dawkins, Ass't. Director, Office of Economic Opportunity
Commissioner Mary Gardiner Jones, Federal Trade Commission
James W. Howard, President, Meister Brau, Inc., Guest Speaker
Berkeley G. Burrell, President, National Business League
Cyril Tyson, Deputy Administrator, Human Resources Administration New York City
Howard Rogerson, Deputy Associate Administrator, Small Business Administration

President Burrell: Opening remarks, prayer, and introduction of headtable guests. Commissioner Jones was presented.

Commissioner Jones: Commissioner Jones in turn introduced the guest speaker for the afternoon, Mr. James Howard, President of Meister Brau, Inc., and founder of Growth Capital, Inc., a former President of the National Association of Small Business Investment Companies (NASBIC) 1963.

Mr. Howard: (The full text on "Equity Capital: How to Operate an SBIC to Provide It" will be available from Project Outreach.)

12/6/67 2:30 p.m. - 4:30 p.m. - Report of the General Sessions - Assembly Room
Reports were made from Workshops C, B, and A by Bruce Llewellyn, Newton Downing and Matthew K. Clarke. Discussion of the reports focused upon the needs for new programs to fill the requirement of the indigenous populations of the ghetto to work and rehabilitate or renew the inner city, to work in, and control the jobs and the businesses involved in such urban renewal.

Discussion was then switched to the work of the General Session in passing upon the recommendations of Workshop A the organization of the local, National Advisory Equal Participation in Business Committee and the National Committee policy influencing work. Discussion of this was diffuse due to the varying interests of those present and the wide spectrum of the problem. Concern was expressed (by Howard Rogerson) that coordination should be established via high level communication with other efforts to relate to the minority entrepreneurs' interests. Garland Guice suggested that a small group meet to work out National Committee plans and program purposes more specifically and decide about committee structure.

A 12 person Steering Committee was selected by President Berkeley G. Burrell from persons present, and volunteers were requested for this Committee. Those selected to be invited to a Steering Committee meeting are as follows:

James Harkless	James Howard	(David E. Rice,
Richard Philbin	Mary Gardiner Jones	Matthew K. Clarke -
Bruce Llewellyn	William Dretzin	Staff coordinators)
Henry Miller	Cyril Tyson	
Howard Rogerson	Berkeley G. Burrell	
Edward Irons	Cleveland Chandler	

RECOMMENDATIONS: A consensus of agreement existed to the following:

1. That the Committee be grouped in Steering Committees and Task-Force Sub-Committees

2. That present liason with the groups such as the Urban Coalition be continued and developed fully.

3. That a meeting of the National Committee be held on February 21, 1968.

4. That the Committee continue to serve as a national clearing-house for plans and discussions of economic development of the ghetto by indigenous businessmen.

5. That additional persons involved be identified and asked to membership and participation.

6. That the staff of Project Outreach serve under the direction of the Project Director as the staff of the National Committee.

POST-SCRIPT: SUBSEQUENT ACTION PLANS

Following the National Committee, the Project Outreach staff met and, after a critique of the meeting, produced a memorandum containing the following specific plans until February 1968.

1. That an all day National Committee meeting be held on February 21, 1968 in Washington.

2. That the National Committee meeting December 5-6 Workshop Reports and Proceedings be sent to all present at the meeting.

3. That the same, plus speeches of Burrell, Howard and Conyers be sent to the National Committee meeting list members who expressed a desire to be informed of the meeting.

4. That new contacts be developed by a mailing to new potential members from lists supplied by James Madison, The Urban Coalition and others. Major corporations will also be re-asked to membership and co-operation with Project Outreach.

5. That a Steering Committee meeting be held Thursday, January 4, 1968, and that staff plans for the February, 1968 meeting be presented at that time for confirmation by the Committee. That plans for an April meeting be projected also.

6. The staff will also:
   a. Identify groups and individuals contributing to ghetto economic development and concern to minority entrepreneurs.
   b. Invite them to use the National Committee meetings as a clearing-house.
   c. Attempt to fund a working staff exclusively for National Committee Programs by calling for large corporation support in terms of dollars.

WORKSHOP REPORTS

Workshop A Report

Topic: The National Committee, its Two-Fold Mission.

Chairman: James Madison, Director, Community Relations Service, Department of Justice, Washington, D.C.

Recorder: Cleveland Chandler, Assistant Professor, Morgan State College, NBL Economic Consultant.

Reporter: Matthew K. Clarke, Associate Director, Project Outreach, NBL.

Resources: Berkeley G. Burrell, President, NBL; Neal Krucoff, General Counsel, NBL; William Dretzin, Executive Secretary, Business Leadership Advisory Council, Office of Economic Opportunity.

1. Trainees: Discussion focused initially upon methods of achieving the stated goals for the National Committee as set out in the Outreach program specifically in providing Management Trainees to corporations. It was suggested that former military officers be recruited both as potential entrepreneurs for the new business the program is aiming to create, and for management trainee positions. Liason with the Urban League was suggested.

2. Militant Youth: The group advised the Outreach program to provide its services, morever, to all groups, regardless of religious or political affiliation or belief-whether "Black Militants" or "Black Muslims". The suggested emphasis to maintain, the group agreed, was provision of the skills and technical assistance that constitute access to economic opportunity in order to create a real and genuine alternative in an individual's set of career choices.

3. Miscellaneous opportunities existing in the service sector of the economy were recommended as potential sources of business opportunity. Cooperatives and other innovative business structures were suggested as means of seizing these opportunities. The bonding bind for minority contractors was brought up.

4. Effective Committee Members - Selection of Local Committee Members

The group consensus was that for insuring effective programs for Local Committees, the persons selected should be powerful in their communities - or if selected for their national prominence, should provide effective staff who could commit the company, organization, or agency.

5. Additional Tasks for Committees

It was specifically recommended that NBL Board Members, Officers, and Project Directors and National or Local Board Members add to their

concern special efforts to achieve, not just representation of the minority on SBA Advisory Committees, which is the minimal goal of Outreach, but stronger representation of the minority entrepreneur on Federal (OEO) State and Mayoral Public Advisory Boards and Committees.

Criticism was voiced against members of such boards who do not report back to their constituencies the advance information that comes to them as Advisors. It was agreed that these members be encouraged to "report back" and aid minority businessmen to plan the future of their businesses and the overall future of their communities.

It was agreed further that the following recommendations be made to the Committee as a whole at the General Session to be held later in the day.

1. Structure: That the Committee be grouped into a Steering Committee and Task Force Subcommittees.

2. Specification of Mission: That a "White House type Conference" was not to be sought at this time but that the Committee aim to serve the function of a National clearinghouse at its meetings for plans and discussions concerning the economic development of the ghetto, just as this very meeting was functioning in Workshops B and C.

3. Further Resources: That additional persons who are performing this work be identified and asked to join the Committee.

4. Staff: That the Project staff, especially the Project Director be responsible for the staff work of the Committee and that a meeting be held on February 21, 1968.

Workshop B Report

Topic: Capital

Chairman: Garland Guice, Associate Director, Chicago Small Business Opportunities.

Recorder: Buxton W. Cooke, Research Director, Project Outreach

Reporter: Bruce Llewellyn, Director, Department of Housing, City of New York.

Resources: 1st Session: Garland Guice, Associate Director, Chicago Small Business Development Center: "L.D.C. Utilization: A Chicago Case Study"

Howard Rogerson, Deputy Administrator SBA

Remarks

2nd Session: Cyril D. Tyson, Deputy Administrator, Human Resources Administration of the City of New York:
"SBIC Utilization: Aspect of Ghediplan"

Henry Miller, Regional Vice President and National Secretary, NBL:
"NBL as vehicle for Economic Development. Example: NBL - SBIC or "CREED"." Valuable contributions were made by Anthony Stacio, Director of Economic Development, and James W. Howard, President, Meister Brau, Inc.

1. Garland Guice

Mr. Guice's talk centered around a Chicago Development Case Study referred to as "A Local Development Concept". Complete with visual aids, he explained how an active group of twenty-five businessmen and women, decided to do something about the economic plight and rampant unemployment in southside Chicago. After several starts and stops a plan was developed to produce mobile campers and trailers with the assistance of a businessman who was presently manufacturing them at a nearby location outside the city. The accompanying problems became insurmountable and the project was dropped. This took place in early 1966.

They were later informed that urban renewal land was available on the southside. This land, about five acres, adjoins, and has good access to the new Dan Ryan Expressway and is within two to four miles of highly concentrated residential areas. A recent CAP study shows that this area consists of approximately 770,000 people and experiences a staggering rate of unemployment; more than 10%.

A local development company has been organized on the community basis designated Inner City Development Company. In this endeavor they have been ably assisted by the Chicago Economic Development Agency, Small Business Administration and Redevelopment Land Agency. This local development company needs $1,070,000 to package this deal of acquiring land and constructing three light manufacturing factories built to specification. They presently have firm commitments from a box manufacturer and a pool table manufacturer. With reference to the raising of funds - SBA will commit itself to its prescribed maximum ($300,000). The LDC will raise 20% of the total amount required and an insurance company has promised to put up the balance.

SBA representatives present stated that they were very enthused about developments like these. It was pointed out that SBA can assist in more ways than the previous speaker had anticipated. Examples were cited as to ways that SBA can provide more than $300,000 maximum to the Chicago Local Development Company Project. The lease guarantee program will be of great help also the new "long term contingent liability"

program which has started with a $7 million revolving fund which, because of its built in leverage, can stretch into over $100 million. The rate is geared to a fifteen year term and carries a 2.8% rate on minimum rental.

SBA's reaction is very favorable to shopping centers for core areas that have LDC participation because this allows for local participation.

2. Cyril D. Tyson

This talk centered around the implementation of the Ghediplan in New York. The key instruments are a) Link-Deposit - ensuring that the large sums of demand deposits of the City of New York are placed only in banks which are prepared to make loans to small minority businessmen, and b) purchasing power of city - ensuring that city's purchases reach a larger base of businessmen and to further try to localize these purchases, that is, direct the purchases of city agencies to suppliers in the communities serviced by these agencies. The above instruments are strengthened by the use of Local Development Companies, Small Business Investment Companies and Small Business Development Centers. The total inter-relationships work as follows: The cooperative banks are given the city deposits, the Small Business Development Centers screen applicants and assist in preparing their loan application and presentation. These applicants will then receive loans directly from the banks or from the SBIC directly or a combination of both. The LDC's working with both will also make funds available for projects that fall under their portfolio.

This program is already underway in that funds have been channeled to a Puerto Rican Bank with branches in NYC and Freedom Bank, a Negro owned and operated bank. These banks are making the kinds of loans conceived above. In the area of city purchases (markets) the following is taking place:

An Economic Development Commission is being set up to in effect police this and other programs. It will a) reorganize poverty programs to make them umbrella agencies so as to minimize the extension of bureaucracy; b) decentralization of school system which would also make the concentration of its purchasing power in the direct communities more feasable.

3. Henry Miller

Mr. Miller spoke of the NBL Building Foundation, Inc. This foundation is conceived as assisting in providing seed money for ghetto redevelopment in prescribed areas. The accent is on the modular core concept. He feels that a new building in the middle of an extremely blighted area will soon take on the appearance of the rest. Therefore he conceives developments that are larger and more complete in scope namely to have residence (lower and middle income), a cross section of

businesses, and civic and social ammenities. This concept envisions the participation of the minority groups in total planning and execution of these these projects. This fund will have as its working partners local Development Companies and Small Business Investment Companies. He strongly warned against "fragmentation of purpose and diffusion of efforts".

Workshop C Report

Topic: Urban Markets and Urban Development

Chairman: Dr. Wilford White, Director, Small Business Development and Guidance Center, Howard University.

Recorder and Reporter: Newton Downing, Deputy Director, Project Outreach, NBL

Resources: 1st Session: Cyril D. Tyson, Deputy Administrator, Human Resources Administration, City of New York.
"Market Aspect of Ghediplan"

Benjamin Goldstein, Council for Equal Business Opportunity
Remarks

Johnny H. Robinson, Community Development Coordinator, Office of the Mayor of Atlanta
Remarks

2ns Session: James G. Banks, Director, Office of Community Development, Department of Housing and Urban Development
"Urban Development and Entrepreneurs"

Henry Miller, Secretary, NBL:
"The Urban Development Foundation - NBL"

The discussion centered around subcontracting, franchises and the development of independently owned labor intensive manufacturing activities. One problem which is common to all areas, and which has evidenced itself in all efforts to develop these areas, is the unavailability of qualified Negroes. It was the consensus of the group that, while qualified people are not generally available, it is not too difficult to find qualifiable persons.

There are several effective ways to qualify personnel. One is to establish internship programs using in-plant facilities to compensate for the lack of experience necessary for efficient performance

of specialist activities. It was also suggested that established companies might lend qualified personnel who would participate as members of an experienced cadre to start the new business and operate it until their understudys develop the skills required to assume full responsibility of their positions. It is evident that continual technical assistance must be available in such specified areas as marketing, product design, quality control, accounting, law, etc., until the new organization is capable of operating independently.

The second problem is insufficient capital. In certain areas, particularly that of subcontracting, every effort should be made to persuade the prime contractor to make progress payments as the work progresses and to have the prime contractor permit purchases of raw materials and supplies against his, the prime contractor's credit. In other areas of business, it may be possible to persuade a more liberal extension of trade credit where it is economically justified.

Joe Jackson, Humble Oil and Refining Company, informed us that EOL loans can be used to finance the purchase of their franchises only when the facility is new. When a station already in existence becomes available, its availability, in the majority of cases, cannot be anticipated and the time required to negotiate a loan is longer than the company can wait to dispose of the station.

I third problem which came to light is the inability of small contractors to get performance bonds. This is an extremely difficult area and immediate solutions are not on the horizon. Many contractors are not able to qualify solely on the basis of size and financial requirements. It was suggested that some effort should be made to guarantee performance in some ways other than going through established procedures for bonding.

There were a number of useful observations, notably, that in the experience of Humble Oil and Refining Company, the rate of turnover among Negro station owners is lower than that for Caucasians. It was noted that many small businesses in ghetto areas are closing bro because of the high incidence of pilferage and vandalism. Some of our large companies such as Kodak and Westinghouse are interested in doing something positive to improve the conditions of the ghetto areas by establishing labor intensive plants in ghetto areas and having them owned and operated by personnel living in the area. The NBL must develop the new concepts necessary to make projects of this type successful and find ways of convincing the interested concerns to incorporate the new ideas into their planning.

File Materials for Request B

MEMORANDUM January 9, 1967

TO: BCCook

FROM: MMJohnson

Bernice,

Just for the record, since Paul has already asked you to fill this order, please send 500 copies of the SCHOOL DESEGREGATION report to Miss Garnette at Current Magazine (Label attached).

Miss Garnette
Cussent ☒
c/o Library Hse
177 E. 71st St
NY - 10021 -

Legal Defense Fund
NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle, New York, N.Y. 10019 • JUdson 6-8397

File Material under "Reports"

January 11, 1967

The Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Director:

Will you be kind enough to send me five copies of the special report which you have just released on "School Desegregation 1966: The Slow Undoing - December 1966". Some of the lawyers in our Office need this document.

Sent 1/13/67 mj

Sincerely yours,

John W. Davis
Special Director
Teacher Information and Security

JWD/dl

Contributions are deductible for U. S. income tax purposes

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The "Committee of 100", a voluntary cooperative group of individuals, headed by Bishop Paul Moore, Jr., has sponsored the appeal of the N.A.A.C.P. Legal Defense and Educational Fund, Inc. since 1943 to enable the Fund to put into operation a program designed to make desegregation a reality throughout the United States.

File ~~[illegible]~~ Materials file - Requests

JS

January 16, 1967

Miss Ethel Dumbauld
Institute of Human Resources
University of Houston
Cullen Blvd.
Houston, Texas 77004

Dear Ethel:

Six or seven weeks is an absurdly long time before acknowledging your note. This is just to say it's good to hear from you and to know your whereabouts.

We are adding the institute to our mailing list.

Every good wish.

Sincerely,

Paul Anthony
Executive Director

PA/km

11/20/66

Dear Friends,

Just wanted to enclose a note to tell you that I'm working as secretary to Dr. Williams. I think that the Institute will be meaningful to our area.

Say hello to Paul Anthony for me.

Sincerely,

Ethel Dumbauld

UNIVERSITY OF HOUSTON

Institute of Human Resources

College of Business Administration
Cullen Blvd.•Houston, Texas 77004

Telephone: 713 /CA5-4451/ 813

File Materials file "Requests"

November 29, 1966

Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Gentlemen:

I would like one copy of the survey which you made in cooperation with the American Friends Service Committee:

THE CONTINUING CRISIS: AN ASSESSMENT OF NEW RACIAL TENSIONS IN THE SOUTH 12-3-66 13

Thank you for your cooperation.

Sincerely,

J. Earl Williams

J. Earl Williams
Director

JEW:ecd

File Materials free from requests

January 23, 1967

MEMORANDUM

TO: Janet Smith

FROM: Paul Anthony

The attached is for your records and information. We have written Mr. McMillan, Danville, Va., regarding New South.

corresp. to J. Smith

File
Requests for info
~~19~~

March 6, 1967

The Hon. Gerald W. Heaney
United States Court of Appeals
Eighth Circuit
Federal Building
Duluth, Minnesota 55802

Dear Judge Heaney:

We are pleased to send to you enclosed the Council's publication on "School Desegregation, 1966." There is no charge.

Sincerely,

Paul Anthony
Executive Director

PA/km

Enc.

UNITED STATES COURT OF APPEALS
FOR THE EIGHTH CIRCUIT

CHAMBERS OF
JUDGE GERALD W. HEANEY
FEDERAL BUILDING
DULUTH, MINNESOTA 55802

(5)

February 21, 1967

Mr. Paul Anthony, Director
Southern Regional Council
No. 5 Forsyth Street
Atlanta, Georgia 30303

Dear Mr. Anthony:

I would appreciate receiving your recent publication entitled "School Desegregation, the Slow Undoing."

If there is any charge for this publication, please bill me.

Sincerely yours,

Gerald W. Heaney

GERALD W. HEANEY

GWH:eei

See Requests for Info

March 6, 1967

Mr. Peter J. Conn
411 Mansfield Street
New Haven, Connecticut 06511

Dear Mr. Conn:

Enclosed is a copy of the Council's publication, Three Views of the Segregation Decisions.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Enclosure - 1.

Yale University Library

New Haven Connecticut

James T. Babb
University Librarian

John H. Ottemiller
Associate University Librarian

Donald G. Wing
Associate Librarian

411 Mansfield Street
New Haven, Conn. 06511

February 27, 1967

Mr. Paul Anthony, Editor
Southern Regional Council
5 Forsyth Street
Atlanta, Ga. 30303

Dear Sir:

I ask your leave to intrude upon you for assistance with a research problem.

Mr. Robert Penn Warren has asked me to verify the Faulkner quotation bracketed in the enclosed photograph, and to find the exact page reference in Three Views of the Segregation Decisions. This latter is absolutely not available here at Yale; and Mr. C. Vann Woodward, who is familiar with it but has no copy, has suggested that I write to you.

I am assuming that your organization will have copies of this publication. If so, may I ask you to check the accuracy of the quotation, and to note the page(s) from which it is taken?

I will, of course, be happy to pay any research costs involved; and I have enclosed a stamped, addressed envelope for your convenience.

Thank you for your patience and cooperation.

Sincerely,

Peter J. Conn

Peter J. Conn

achievement of the imagination—the transliteration of values from an old context to a new, with a consequent freedom in action. As Gavin put it in *Intruder in the Dust*, "no man can cause more grief than that one clinging blindly to the views of his ancestors." But even if one should discard those views, he will, if pious, reverence those ancestors, even in their human failures. In other words, in piety itself there may be a deep tension and struggle, a struggle to convert the piety of the past into a piety of the future—a piety projected into the future.

We can read Faulkner's work as the record of such a struggle. This in two senses: it is the objective dramatization, through many situations and characters, of such a struggle; but it is also—as an artistic work always is, despite all the disguises and distortions of creation—a projection of the writer's experience. It is the work that makes Faulkner great, but we have another record of his experience in those statements he made in his role as a citizen of his native state. We know the ferocious love of place that made him hope for a solution of the South's problems by the South, and the ferocious pride of place that made him allegedly say, in an interview (*Reporter*, March 1956), that he might, in the face of outside interference, have to take a gun and shoot Negroes in the streets of Oxford. But he also wrote:

> We accept insult and contumely and the risk of violence because we will not sit quietly by and see our native land, the South, not just Mississippi, but all the South, wreck and ruin itself twice in less than a hundred years, over the Negro question.
>
> We speak now against the day when our Southern people who will resist to the last these inevitable changes in social relations, will, when they have been forced to accept what they at one time might have accepted with dignity and good will, will say, "Why didn't someone tell me this before? Tell us this in time?" [15]

We know how much Faulkner detested self-righteousness, glibness, easy solutions, easy virtuousness, abstract formulations. We can know from his work by what a difficult, tangled, and shadowy path he came to such a statement as the one above. The weight of struggle projected into the work gives authority to such a statement. Long ago Edmund Wilson, commenting on *Intruder in the Dust*, wrote: "I do not sympathize with the line of criticism which deplores Faulkner's obstinate persistence in submerging himself in the mentality of the community where he was born, for his chivalry, which constitutes his morality, is a part of his Southern heritage, and it appears in Faulkner's work as a force more humane and more positive than almost anything one can find in the

[15] Speech made to Southern Historical Association at Memphis, November 10, 1955. Printed in *Memphis Commercial Appeal* and in expanded form in *Three Faces of the Segregation Decisions* (Atlanta: Southern Regional Council, 1956).

work of even those writers of our more mechanized society who have set out to defend human rights." [16]

James Joyce went forth from Ireland to forge, as he put it, in the words of his hero Stephen Dedalus, the conscience of his race. Faulkner did a more difficult thing. To forge the conscience of his race, he stayed in his native spot and, in his soul, in vice and in virtue, re-enacted the history of that race.

[16] Wilson's essay is reprinted above, p. 219.

See Requestor info

March 8, 1967

Mr. Michael Damiand
General Delivery
Peru, Nebraska 68421

Dear Mr. Damiand:

Under separate cover we are sending you a collection of SRC materials which I trust will meet your needs.

Sincerely,

Paul Anthony
Executive Director

PA/km

Enclosures

In Their Own Words
New South Historical Issue
Last Issue of New South
Small Brochure on SRC
Economic Status of the Negro
Neighborhoods
Last School Report
Reprint of Les Dunbar's printed in Pol. Sc. Jrnl.

General Delivery
Peru, Nebraska 68421
March 6, 1967

Director
Southern Regional Council
Five Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Sir:

I am doing extensive research in the field of civil rights. It is especially vital to my paper to survey the methods your organization employs in seeking the basic civil liberties of racial minorities.

I would be most appreciative of all or any pamphlets, brochures, or statements of policy in regard to the philosophy of action (violent, non-violent, etc.) of your organization.

Sincerely,

Michael Damiano

DAMIANO

File ~~Mail~~ Requests for Info & Pics

MEMORANDUM March 22, 1967

To: Mail Department

From: MMJohnson

Please package up and mail to Mr. John A. Brown at Candeub, Fleissig and Associates 50 copies of "Mr. Mayor Can We Solve our Housing Dilemma?

LABEL ATTACHED

MEMORANDUM March 23, 1967

To: Mail Department

From: MMJohnson

Please package up the following materials and send to Mr. Carlyle Marney, Lambuth Inn, Lake Junaluska Assembly, Lake Junalukka, North Carolina:

1. **NEW SOUTHS**

   a. Spring, 1966
   b. Summer, 1966
   c. Fall, 1966
   d. Winter, 1967

2. **PAMPHLETS**

   a. "Slum Ghettos in Your Town"
   b. "In Their Own Words"
   c. "Neighborhoods: Where Human Relations Begin"
   d. "Continuing Crisis"
   e. "Your Rights Under the Minimum Wage Law"

3. **SPECIAL REPORTS:**

   a. Neighborhood Stabilization: A Program
   b. A City Slum - Poor People and Problems
   c. Cooperatives, Credit Unions and Poor People
   d. Public Assistance in the South

4. **MISCELLANEOUS**

   a. Economic Status of Negroes - V. Henderson
   b. Voter Registrationin the South: Summer, 1966

thanks

LABEL ATTACHED

P.P. file
w/ file

March 23, 1967

File
Requests for
Cr. ref - Labor:
United Packinghouse
Workers

Emory,

Harry Alston feels certain that a modest contribution from UPWA could be had by SRC; the union contributes rather substantially, he says, to Urban League, CORE, ~~&&~~ SCLC, and others. He asked me to have you write to Mr. Ralph Helstein, President, UPWA-AFL-CIO, 608 S. Dearborn, Room 1800, Chicago, Ill. sending him selected publications of ours and pointed out also "that we would be appreciative of a contribution, large or small."

He further suggested that this same type letter to sent to the Vice-President, Mr. Russell Lasley.

MJohnson

THE DATES OF HARRY'S SCHOOL ARE APRIL 5, 6, and 7. (I didnot get the details as to where, etc., but his regional office at 1700 Commerce Drive, N. W., Atlanta, probably could fill you in on those details)

MEMORANDUM

March 23, 1967

To: Mail Department

From: MMJohnson

Please package up and mail the following materials to Mr. Harry L. Alston, UPWA, AFL-CIO:

65 copies: V. Henderson's, Economic Status of Negroes
65 " January, 1964 NEW SOUTH
65 " SRC Promotion Leaflet
65 " YOUR RIGHTS UNDER THE MINIMUM WAGE LAW
1 copy each of the following:

SLUM GHETTOS IN YOUR TOWN
IN THEIR OWN WORDS
NEIGHBORHOODS: WHERE HUMAN RELATIONS BEGIN
A HOME OF YOUR OWN
CONTINUING CRISIS
A CITY SLUM - POOR PEOPLE AND PROBLEMS
COOPERATIVES, CREDIT UNIONS AND POOR PEOPLE
VOTER REGISTRATION IN THE SOUTH, SUMMER, 1966
PUBLIC ASSISTANCE IN THE SOUTH

2 complete sets of Emory Via's Labor Kits.

LABEL ATTACHED.

NOTE: PLEASE SEE THAT THIS SHIPMENT GOES AS SOON AS POSSIBLE -- IT'S TO BE USED IN CONJUNCTION WITH AN APRIL 5, 6, 7 UNION SCHOOL.

File Requests for Info

March 31, 1967

Mr. Thomas Koch
104 North Drive
Buffalo, New York 10016

Dear Mr. Koch:

Your recent letter requesting additional information on the agrarian South and its displacement problems has been passed on to me for reply.

I am sending you two recent pieces of material which I hope will help you in writing your paper -- Notes on Rural Poverty in the Southern States, by Mr. Paul Anthony, and our special report, Cooperatives, Credit Unions and Poor People.

Enclosed also are two older publications, Federal Programs to Promote Employment and Development in Rural Communities, and A Study

of Negro Farmers in South Carolina. Although these are somewhat dated, and do not necessarily bear directly on your subject, they do offer some insight into the problems of the rural South. The latter publication contains a rather full bibliography from which you might wish to obtain other source materials.

Sincerely,

(Mrs.) Mildred M. Johnson
Secretary to the Director

MMJ
Enclosures

Thomas Koch
104 North Drive
Buffalo 16, New York

Mr Leslie Dunbar
southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Dunbar;

I am at present a student writing a paper on the psychological effects of agrarian displacement due to technology. I have read The Migrant Farmer by Dr. R. Coles with great interest.

If you have any more material on this subj - ject or suggestions as to where they may be obtained, I would be most grateful.

Thank you very much.

Sincerely,

Thomas Koch

Mailed 4-24-67

MAIL COPY OF

(1) CONTINUING CRISIS

AND

(1) LATEST NEW SOUTH

TO

WM. A. OSBORNE

Southern Regional Council
5 Forsyth St., N.W.
Atlanta 3, Ga.

1

File Requests for Info

April 24, 1967

Mr. William A. Osborne
Assoc. Prof. of Sociology
St. John's University
Grand Central and Utopia Parkways
Jamaica, New York 11432

Dear Mr. Osborne:

We and American Jewish Committee published last year "The Continuing Crisis", a copy of which is being sent separately.

In cooperation with AJC we have a more ambitious joint research-publication program that will delve into the activities and influence of the various right wing groups, hate groups, and others who are making any efforts - one side or the other - to influence public opinion. These will probably be issued in a series of pamphlets and perhaps later in hard cover.

Leslie Dunbar is now Director of The Field Foundation, 250 Park Avenue, New York, New York, 10017.

With best wishes.

Sincerely,

Paul Anthony
Executive Director

PA/km

St. John's University
GRAND CENTRAL AND UTOPIA PARKWAYS
JAMAICA, NEW YORK 11432

DEPARTMENT OF SOCIOLOGY

April 18, 1967

Mr. Paul Anthony, Executive Director
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Mr. Anthony:

I read in Community of a joint report by the SRC and the American Jewish Committee on the subject of racial problems in the South. I am very much interested in such a report. I wonder also if you could send me Leslie Dunbar's address. I lost track of him after he left SRC.

Many thanks.

Sincerely yours,

William A. Osborne
Assoc. Prof. of Sociology

WAO:vp

Sent 4/26/67
File Requests for Info

April 26, 1967

Dear Anita:

You didn't say how many copies you wanted of "In Their Own Words." Would six be sufficient? They're being sent under separate cover.

The house is finished, we're in it, and enjoying it. A complete transformation I must say. Some day when you're in Atlanta, and have the time, I'll have you out to lunch or dinner and show you pictures of what it was "before." And, of course, you can see for yourself the "after."

Best.

Sincerely,

(Mrs.) Mildred M. Johnson
Secretary to the Director

MMJ

Miss Anita Curtis
Industrial Union Department
815 Sixteenth Street, N. W.
Washington, D. C. 20006

INDUSTRIAL UNION DEPARTMENT

815 SIXTEENTH STREET, N. W., WASHINGTON, D. C. 20006 • EXECUTIVE 3-5581

WALTER P. REUTHER
PRESIDENT

April 24, 1967

Dear Mildred:

Please forward copies of Dr. Mark A. Chesler's recent study "In Their Own Words."

I hope you have been well and that your home is coming along. It looks like I'll never get back to Atlanta. My best to everyone.

Sincerely,

Anita

Anita Curtis

See Requests for info (grants file)

May 1, 1967

Professor Jean D. Grambs
State Department of Education
College of Education
University of Maryland
College Park, Maryland 20740

Dear Professor Grambs:

For sometime we have conducted a project in the distribution of paperback books. These included, but would not particularly concern itself with inter-group relations. The purpose was rather to provide neighborhood groups, community centers, or almost any kind of organization with an adequate library to encourage their participants to read. You will see the range of titles from the enclosed bibliography.

Regrettably, the funds for this project have been exhausted and the donor (Fund for the Advancement of Educatiom) is being phased out.

Under separate cover we are sending you a collection of our most recent publications and a list of publications available.

Sincerely,

Paul Anthony
Executive Director

PA/km

Enc.

May 1, 1967

M E M O R A N D U M

TO: Janet Smith

FROM: Paul Anthony

Please send a collection of our most recent publications and a publications list to the following, label attached:

Professor Jean D. Grambs
State Department of Education
College of Education
University of Maryland
College Park, Maryland 20740

PA/km

UNIVERSITY OF MARYLAND
COLLEGE OF EDUCATION
COLLEGE PARK 20740

DEPARTMENT OF SECONDARY EDUCATION

April 27, 1967

Mr. Paul Anthony, Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

I was recently a speaker at an Institute on School Desegregation which Father Albert S. Foley of Spring Hill College sponsored in Birmingham, Alabama. He told me that the Southern Regional Council had been able to establish a library of about 200 paperbacks for either display or on a grant basis (I was not sure which) in the general area of school integration and intergroup understanding.

At the moment I am consultant to the Maryland State Department of Education in the special area of school desegregation. We are building a library of materials in this subject area for circulation throughout our 'reluctant' counties, and for use in at least two summer institutes that are being held in the State, and probably will also circulate it to other institutes as we hear about them. It occurred to me that it would be valuable if we could have either a complete set of your books, or the list of books. As usual, our funds for materials are very limited as we are operating under a Federal grant for which most money has been allocated to salaries, consultant fees, and participant stipends. Therefore, if the library of paperbacks could be donated to add to our resources, it would be a very significant contribution.

We would also be most appreciative if you could send us copies of your publications to be included in our State special resource library. The enclosed form letter explains in greater detail what we are trying to do. I am personally a subscriber to New South, and have found it most helpful in providing me with information and background.

Sincerely,

Jean D. Grambs

Jean D. Grambs
Associate Professor of Education
Advisory Consultant on School Desegregation
State Department of Education

Enclosure
JDG:ddh

UNIVERSITY OF MARYLAND
COLLEGE OF EDUCATION
COLLEGE PARK 20740

DEPARTMENT OF SECONDARY EDUCATION

September 30, 1966

Gentlemen:

The Maryland State Department of Education has received a federal grant to implement Title IV of the Civil Rights Act of 1964, to help in orderly desegregation of schools. One aspect of this grant is to disseminate information about available materials which will aid school personnel in understanding this area. The amount for purchase of material is limited.

We would like to ask your cooperation in helping us establish a special library of outstanding resource material in the general intergroup/human-relations area. This would be a source for all Maryland school systems to utilize in selecting materials for purchase for their own school classrooms and libraries.

In addition, we plan, with the aid of the specialists in the State Department of Education, to select key materials and, using the federal grant as far as it will go, see that these are placed in strategic locations for administrators and teachers, and for in-class use.

We have been impressed by your publications listed on the attached sheet. Would it be possible for you to send us a free copy of each? Also, we would appreciate copies of any other publications on your list which would be related to the general area of our interests. Please send the books to me at the above address.

We would like to have this library in operation within a month, so we would appreciate an immediate response to our request.

Thank you very much for your contribution to a major area of social and educational need.

Sincerely,

Jean D. Grambs
Associate Professor of Education;
Advisory Consultant on School Desegregation,
Maryland State Department of Education.

Enclosure
JDG:ddh

INTERGROUP AND HUMAN RELATIONS MATERIALS

1. General background

   (i.e. poverty, sociology of group life, history of the Negro, role of minorities in America, how people change, background and problems of school desegregation, etc.)

2. Specifically for school personnel

   Administrators: new administrative approaches for the culturally different, etc.
   Counsellors
   Special programs: audio-visual resources for human relations understanding
   Librarians
   Elementary teachers: reading problems, dealing with special learning needs of the disadvantaged, bibliographies of source material, etc.
   Secondary teachers: problems of youth.

3. For student use

   Elementary: story collections, history, series which focus on the culturally different, the problems of city life, the human relations experiences concerned with these various cultural differences, etc.

   Picture books for primary grade and kindergarten use which may have similar foci.

   Secondary: novels, biography, history, sociology, etc. for use in English, social studies, or problems of democracy classes.

File Request for Pubs (Materials file)

June 1, 1967

Mr. William H. Maness
603 Florida Theatre Building
Jacksonville, Florida 32202

Dear Bill:

On May 23rd we sent you the requested 100 copies of "This I Believe". If you have need of more of them please let us know.

Warmest regards.

Sincerely,

Paul Anthony
Executive Director

PA/km

WILLIAM H. MANESS
ATTORNEY AT LAW
603 FLORIDA THEATRE BUILDING
JACKSONVILLE, FLORIDA 32202

May 22, 1967

TELEPHONE 353-5786
AREA CODE 904

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Paul:

If you have any left, I would like to have 100 copies of a leaflet entitled, "This I Believe," by Dr. Haywood N. Hill, which was published by the Southern Regional Council on green paper under the title "Notable Addresses."

5-23-67 P.B.

With best personal regards, I remain,

Sincerely yours,

Bill

William H. Maness

WHM/m

Jim
Requests for info

June 13, 1967

Mrs. Anita J. Curtis
Information Center
Industrial Union Department
815 Sixteenth Street, N. W.
Washington, D. C. 20006

Dear Anita:

Under separate cover I'm having mailed to you twenty (20) additional copies of IN THEIR OWN WORDS. They sell for .60 per copy, bulk rate and if IUD can spare the $12.00 you can consider this letter your invoice; if it can't then no sweat!

Best regards to you.

Sincerely,

(Mrs.) Mildred M. Johnson
Secretary to the Director

MMJ

INDUSTRIAL UNION DEPARTMENT

AMERICAN FEDERATION OF LABOR · INDUSTRIAL UNION DEPARTMENT · AFL-CIO · CONGRESS OF INDUSTRIAL ORGANIZATIONS

815 SIXTEENTH STREET, N. W., WASHINGTON, D. C. 20006 • EXECUTIVE 3-5581

WALTER P. REUTHER
PRESIDENT

June 12, 1967

Mrs. Mildred M. Johnson
Secretary to the Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mildred:

A belated thank you for the six copies of "In Their Own Words" and a request for an additional twenty. The first six went like hot cakes and understandably so. I hope you are receiving paying orders for these because I have referred several of our readers to SRC with information as to cost. If there is a charge for the additional twenty, please feel free to bill the IUD in my name.

I've looked forward to visiting Atlanta again this summer-- I'll make it a must getting out to your home if I do.

Warmest regards.

Sincerely,

Anita

(Mrs.) Anita J. Curtis
Information Center

P.S. -- I hope Miss Tilly is well -- give her my best.

VICE PRESIDENTS: GEORGE BURDON • WALTER J. BURKE • CHARLES COGEN • JOHN L. CRULL • JOSEPH CURRAN • KARL F. FELLER
GORDON M. FREEMAN • MAX GREENBERG • JOHN F. GRINER • A. F. GROSPIRON • A. F. HARTUNG • RALPH HELSTEIN
PAUL JENNINGS • THOMAS J. LLOYD • WALTER L. MITCHELL • PAUL L. PHILLIPS • WILLIAM POLLOCK • S. FRANK RAFTERY
A. PHILIP RANDOLPH • W. VERNIE REED • FRANK ROSENBLUM • P. L. SIEMILLER • LOUIS STULBERG • JERRY WURF

33

October 26, 1953

Mr. Henry Toy, Jr.
National Citizens Commission for the Public Schools
2 West 45th Street,
New York 36, N. Y.

Dear Mr. Toy:

Dr. Mitchell has asked me to reply to your letter of October 19th.

We will be glad to send you as many copies of our pamphlet as you may want. QUESTIONS AND ANSWERS - The Schools and the Courts, at fifteen cents per single copy, may be had in lots of 100 or more for twelve cents per copy. We have also published a follow-up one, A CHECKLIST FOR YOUR LOCAL SCHOOLS, which is a guide to be used in study of differences between Negro and white schools. This sells for ten cents per single copy, eight cents each in lots of twenty five or more.

Your order for any of these pamphlets will be given our prompt attention.

Very truly yours,

Katherine Stoney,
Secretary-Treasurer

ks

Enc. Copy Checklist.

National Citizens Commission for the Public Schools
2 WEST 45TH STREET • NEW YORK 36, N.Y.
MURRAY HILL 7-1535

RECEIVED
OCT 26
Southern Regional Council

October 19, 1953

Mr. George S. Mitchell
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

I know I am overdue in writing to you about your excellent pamphlet, "The Schools and the Courts" but I have spent very little time in the office since your letter arrived.

Your booklet is not the kind of pamphlet that we would send out helter skelter but we could use a supply to send to persons who submit an inquiry on this subject. I believe that we could easily use one hundred to one hundred and fifty copies in the next few months.

Just how do we go about getting a supply?

Sincerely,

Henry Toy, Jr.

Henry Toy, Jr.
Director

EDUCATION MOLDS OUR FUTURE
BETTER SCHOOLS BUILD A STRONGER AMERICA

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

W. P. MARSHALL, PRESIDENT

1220

SYMBOLS

DL=Day Letter

NL=Night Letter

VLT=Int'l Victory Ltr.

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

AB624 BA730 =A

1954 MAY 19 PM 7 49

B•UDA606 NL PD=UD NEWYORK NY 19=•

SOUTHERN REGIONAL COUNCIL=

63 AUBURN AVE NE ATLA=•

COMMISSION RADIO SERIES "DOORWAY TO THE FUTURE" WILL DEVOTE MONDAY NIGHT MAY 24 PROGRAM OVER ABC NETWORK 9:30 EASTERN DAYLIGHT SAVING TIME TO "THE NEGRO AND THE SCHOOLS•" THIS DRAMATIZATION IS TIMELY FOLLOWING SUPREME COURT DECISION• WILL APPRECIATE YOUR COMMENTS ON OUR EFFORTS FOR DISPASSIONATE TREATMENT OF IMPORTANT ISSUE• ANY EFFORTS YOU MAKE TO ASSURE WIDE LISTENERSHIP WILL HELP TO CALM EMOTIONS AND ENCOURAGE OBJECTIVE STUDY OF ISSUES=

HENRY TOY JR NATIONAL CITIZENS COMMISSION FOR THE PUBLIC SCHOOLS= ••

WA 2441

Now TAX ON TELEGRAMS Cut to 10%
WIRE MORE for LESS WITH 15 WORD ALLOWANCE

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

June 9, 1954

Mr. James Cass
National Citizens Commission for the
Public Schools
2 West Forty-Fifth Street
New York 36, New York

Dear Mr. Cass:

I have heard very good things about your program on The Negro and the Schools, though I had no opportunity to hear it myself. John Scanlon has writtem me that it might be possible for us to get a tape recording of it for use by local discussion groups. I would appreciate your letting me know what the prospects are.

Sincerely,

Harold C. Fleming
Assistant Director

HCF/eab

July 8, 1954

Miss Joyce White
Administrative Assistant
National Citizens Commission for the Public Schools
Two West 45th Street
New York 36, New York

Dear Miss White:

We overshot our target date somewhat, but the pamphlet is now at the printers and should be back within about a week or ten days at the most. We are glad to know that your broadcast got such a large response, and that you wish to mail copies of the Council's pamphlet to all those who wrote in.

We can supply 400 copies free and additional quantities at the cost price of $15.00 per hundred. I will send you several copies as soon as they are off the press and will look forward to hearing from you further.

Sincerely,

Harold C. Fleming
Assistant Director

HCF/eab

National Citizens Commission for the Public Schools
2 WEST 45TH STREET • NEW YORK 36, N.Y.
MURRAY HILL 7-1535

July 2, 1954

Mr. Harold C. Fleming, Assistant Director
Southern Regional Council
63 Auburn Avenue, Northeast
Atlanta 3, Georgia

Dear Mr. Fleming:

About a month ago you told us that you had a target date for publication of Schools in the South of June 15th, and I understand that you hoped to get a supply of these to us on or about July first. As we have now completed our initial mailing of the pamphlet, "Segregation and the Schools," which was a digest of the Ashmore report, we're now ready to go ahead with the follow-up mailing of your booklet.

We'd appreciate very much knowing when we might expect to have copies of the booklet. We could use 1750.

I'll look forward to hearing from you about this.

Sincerely,

Joyce White

Joyce White
Administrative Assistant

400 free
15.00 per hundred

EDUCATION MOLDS OUR FUTURE
BETTER SCHOOLS BUILD A STRONGER AMERICA

July 8, 1954

Mr. Henry Toy, Jr.
Director
National Citizens Commission for the
Public Schools
Two West 45th Street
New York 36, New York

Dear Mr. Toy:

This is in belated but grateful reply to your letter of June 16th offering us the use of a recording of the program on "The Negro and the Schools."

We should like very much to have a copy of the recording, so that at least our staff members and others here might have an opportunity to hear the program. If necessary, we could return the disks to you after use; if that is not necessary, we could put them to good use.

I have today written Miss Joyce White of your staff that we will presently be able to send you copies of our pamphlet Answers for Action: Schools in the South.

Sincerely yours,

Harold C. Fleming
Assistant Director

HCF/eab

National Citizens Commission for the Public Schools
2 WEST 45TH STREET • NEW YORK 36, N.Y.
MURRAY HILL 7-1535

June 16, 1954

Mr. Harold C. Fleming
Southern Regional Council, Inc.
63 Auburn Avenue N. E.
Atlanta 3, Georgia

Dear Mr. Fleming:

We hope to prepare a complete album of all of the programs on our series, "Doorway to the Future" so that it can be used by local discussion groups throughout the country. Of course the program "The Negro and the Schools" will be included.

In the meantime, if you have any occasion to use it we do have a recording which we could send you. It consists of two 16", 33-1/3 RPM discs, playing from outside to inside.

I'm so glad that you heard good things about the program and I'm sure you will be delighted to know that it had an unusually high audience response.

Sincerely,

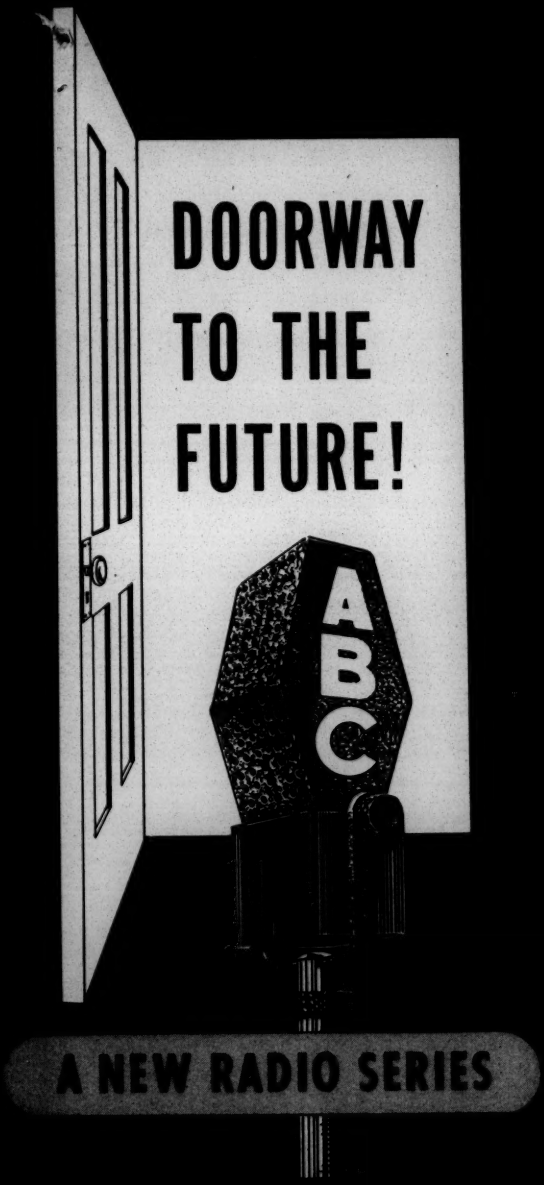
Henry Toy, Jr.

Henry Toy, Jr.
Director

Dictated but not read.

EDUCATION MOLDS OUR FUTURE
BETTER SCHOOLS BUILD A STRONGER AMERICA

TUNE IN FOR "DOORWAY TO THE FUTURE"—ABC NETWORK
MONDAYS 9:30-10:00 P.M. (NEW YORK TIME)


DOORWAY
TO THE
FUTURE!
ABC
A NEW RADIO SERIES

What is it?

"Doorway to the Future" is a 13-week series of radio programs designed to show, in dramatic form, some of the problems of the public schools and to suggest possible ways to solve those problems. Each dramatization centers around some phase of our schools such as textbooks, teachers, school boards, curriculum, goals of education.

When is it?

"Doorway to the Future" emanates from the New York studios of the American Broadcasting Company, which donates public service time for the series. The broadcasts originate 9:30-10:00 (Eastern Daylight Saving Time) every Monday night. Check your newspaper for time of broadcast over your local ABC station.

Who sponsors it?

The series is sponsored by the National Citizens Commission for the Public Schools, a non-profit organization for school improvement. A grant from the Fund for the Republic has made the series possible.

How will it help?

- To arouse interest in school problems.
- To bring school problems into proper focus.
- To clarify the issues about our schools.
- To show people where they can get help in solving school problems.

How can you help?

- Urge local ABC stations to carry the series.
- Organize listening groups.
- Inform your local press.
- Get community groups to discuss the problems raised.
- Let the Commission know your comments.

BASIC PURPOSES OF THE COMMISSION

1. To help Americans realize how important our public schools are to our expanding democracy.
2. To arouse in each community the intelligence and will to improve our public schools.

The National Citizens Commission for the Public Schools is a non-profit corporation for the improvement of the public schools. Its formation was announced May, 1949, under a six-year charter. Its members are U.S. citizens not professionally identified with education, religion or politics. They reflect many different kinds of experience, serve as individuals and do not represent any organization or group. The Commission has received financial support from the Carnegie Corporation, the Fund for the Advancement of Education, the General Education Board, the New York Community Trust, the Rockefeller Brothers Fund and the Alfred P. Sloan Foundation.

NATIONAL CITIZENS COMMISSION
FOR THE PUBLIC SCHOOLS
2 West 45th Street
New York 36, N. Y.

Regional Offices:

BOSTON DALLAS DENVER
LOUISVILLE MINNEAPOLIS SACRAMENTO

National Citizens Commission for the Public Schools
2 WEST 45TH STREET • NEW YORK 36, N.Y.
MURRAY HILL 7-1535

July 14, 1954

Mr. Harold C. Fleming
Assistant Director
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Fleming:

Your letters to Miss White and Mr. Toy arrived while they are out of the office and so they came to my attention.

I'm sure that Miss White will appreciate getting several copies of your pamphlet as soon as it's back from the printer. She will notify you about quantity on her return.

Right at the moment, we cannot lend you a copy of the recording on "The Negro and the Schools." The master tape is with the National Association of Educational Broadcasters, for review and we have only a single copy of the recording on hand. As soon as we get another copy, I'll send it along to you for review.

Thank you for your cooperation and let us know whenever we can be of service.

Sincerely,

Gloria Dapper

Gloria Dapper
Assistant Director

EDUCATION MOLDS OUR FUTURE
BETTER SCHOOLS BUILD A STRONGER AMERICA

October 27, 1954

To: HCF

Frank Loescher, I believe, told me that you knew of a recording of a broadcast for the National Citizens Committee for the Public Schools, which is said to be some good. Loescher said if we needed more pressings of the record, particularly the one on segregation, we could doubtless get some pressings from the National Citizens Committee at cost.

Doesn't sound like our stuff, but I report.

National Citizens Commission for the Public Schools
522 W. JEFFERSON STREET • LOUISVILLE 2, KY.
TELEPHONE: WABASH 2449

MAR 4 1955

March 2, 1955

Mr. George S. Mitchell, Exec. Director
Southern Regional Council, Inc.
63 Auburn Avenue
Atlanta 3, Georgia

Dear Mr. Mitchell:

I want to call your attention to four items in particular appearing in the enclosed March issue of our newsletter, Citizens and Their Schools, under the following headlines:

1. "NSBA Set To Spur Grass-Roots Talks" - (Page 1)
2. "Successor To Carry On Work" - (Page 1)
3. "Commission To Boost Community Confabs" - (Page 1)
4. "Commission's Annual Dinner Postponed" - (Page 2)

When this newsletter went to press, we were unable to give you the new date for the Commission's Final Dinner Meeting, but it has now been set for January 9, 1956, at the Waldorf-Astoria Hotel, New York City.

In view of recent developments, I believe you will agree that 1955 can truly be a big year for education. If you have any questions or suggestions relative to these developments, I hope you will let me have them.

Sincerely,

Maurice Bement

Maurice D. Bement
Regional Director

MDB:lh
Enc.

6+H

NATIONAL CITIZENS COMMISSION FOR THE PUBLIC SCHOOLS
Southern Regional Office
902 Realty Building - Louisville 2, Kentucky

The Southern Regional Office of the National Citizens Commission for the Public Schools is operating to serve the people and organizations of the South - Alabama, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, South Carolina, Tennessee, Virginia and West Virginia. By working with community and statewide groups, as well as individual citizens, interested in improving their public schools, the Commission helps to stimulate and maintain continuing interest in solving school problems at the state and local level.

Specifically, the regional office assists in the following ways;

1. Provides materials, references, films, etc., on problems facing the schools;

2. Provides case histories telling how individual citizens' groups organized and solved specific school problems in their communities;

3. Assists interested people in a community in forming a local citizens' committee on education, as well as help them in planning programs and special projects;

4. Assists interested people and organizations in forming a state citizens' committee on education;

5. Helps community groups and statewide groups on education in conducting meetings, workshops and conferences to study their school problems; and

6. Provides speakers and consultants for community and statewide meetings.

Let us know if you feel we can be of any help to you in working for better schools in your community or state.

Maurice D. Bement
Regional Director

. . . . . .

TO: Maurice D. Bement, Regional Director
National Citizens Commission for the Public Schools
902 Realty Building
Louisville 2, Kentucky

Please send me materials and information on _____

_____

_____

Please send me your free booklet, "How Can We Help Get Better Schools?" _____

We (do) (do not) have a citizens' committee on education in our community.

Name _____

Address _____

Organization and office held _____

FILE COPY
NCCPS

March 24, 1955

Mr. Maurice Stapley
Box 47
Bloomington, Indiana

Dear Mr. Stapley:

The March issue of Citizens and their Schools says you will be working with local communities on schools problems, for the NSBA and presumably in conjunction with the NCCPS.

Problem in the South: how arrange representation of Negro citizenship at such local or statewide conferences?

I can offer you a new organizational resource, and do so. Our Southern Regional Council, ten years old in its own name and going back to 1919 through the former Commission on Interracial Cooperation, has lately helped bring into being in each of twelve Southern States voluntary race-relations agencies. They contain on their Boards or Executive Committees many of the leading personalities, white and Negro, in their states. Among their other purposes is the peaceful and early implementation of the decision of the Supreme Court on public school segregation.

Experience shows that it takes firmness, knowledge, and some lines of friendship to arrange fair and square representation of go-ahead opinion, white and Negro, on this matter in educational conferences in the South.

We would be happy to give you the addresses of our people in each of the States (Alabama, Arkansas, Mississippi, Kentucky, Georgia, Texas, Louisiana, Tennessee, Florida, the Carolinas, and Virginia) where we have these new groups; and with your encouragement, I would write out to our people and ask them to be prepared to be helpful to your local representatives.

The Southern Regional Council has reorganized these new State groups mainly with the proceeds of a grant from the Fund for the Republic.

For some personal account of me, I refer you to your fellow Bloomingtonian, Miss Elizabeth Stein, at the High School

Please let me know as to this proposal.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

To G.S.M.

Memo . . . FROM THE DESK OF
. . . GEORGE S. MITCHELL . . .

GTH

There's meat in this. How do you suggest follow-up?

March 26

Suggest that G.S.M. write to Schwab & Company prospects — & urge to organize & go to state organizer. (Staff: day chairman) J.R.C.

G.S.M. to state organizer suggesting that all efforts to organize & to insure participation by employees in company be held. You send "Dear Sir" letter.

Bd. of S.R.C. — v

chairmen of state (v/2

local appeals of S.R.C.

May 27, 1955

Miss Ruth Good
National Citizens Commission
for the Public Schools
2 West 45th Street
New York 36, N.Y.

Dear Miss Good:

This is to acknowledge with thanks receipt of the tape, "The Negro and the Public Schools." It's arrival was most timely since we are on the eve of a Southwide conference for human relations personnel in the twelve Southern states. We plan to expose them to the tape, so that they may consider ways of using it in their programs.

As soon as we have had full opportunity to acquaint all our people with the show -- and perhaps an opportunity to reproduce it -- we will return the original tape safely to you. Meanwhile our sincere thanks and good wishes.

Sincerely,

Harold C. Fleming
Assistant Director
for
Information

HCF:rnf

National Citizens Commission for the Public Schools
2 WEST 45TH STREET • NEW YORK 36, N.Y.
MURRAY HILL 7-1535

GTH
Good!

May 3, 1955

Mr. Harold C. Fleming, Assistant Director
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Fleming:

As you may know, our Commission has completed follow-up plans for use of our "Doorway to the Future" radio series. This follow-up includes the distribution of complete sets of tapes to each State Department of Education.

By placing the tapes in each state we have tried to bring them closer to persons on the community level who might use them in a variety of ways. Those ways are outlined in the inclosed brochure.

It occurs to me that one particular show, "The Negro and the Public Schools," might be of much help to you in your work. If you'd like to receive this tape, please let me know and we'll be glad to make it available to you from this office on a loan basis.

Requested 5/17/55 HCF

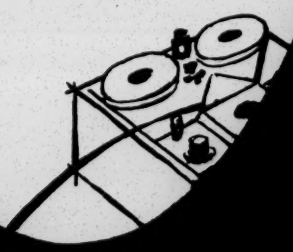
Sincerely,

Ruth Good

Ruth Good
Executive Assistant

SIXTH ANNUAL DINNER, JANUARY 9, 1956
WALDORF-ASTORIA, NEW YORK

HOW CAN WE *Dramatize* SCHOOL PROBLEMS?



"DOORWAY TO THE FUTURE"
radio series now available
for your use in two forms:

1. TAPE RECORDINGS
2. RADIO "AS BROADCAST" SCRIPTS

National
Citizens Commission
for the
Public Schools

sponsor of the

"DOORWAY
TO THE
FUTURE"

radio series

THE NATIONAL CITIZENS COMMISSION FOR THE PUBLIC SCHOOLS is a non-profit corporation dedicated to the belief that America's public schools are everyone's responsibility and that their continuing improvement is essential to our social, economic and moral strength. The Commission's formation was announced in May 1949. Its members are United States citizens of broad and varied interests, reflecting many different kinds of experience unrelated professionally to education, religion and politics. They serve as individuals rather than as representatives of any organization or group. The Commission has received financial support from the Carnegie Corporation, the Fund for the Advancement of Education, The Fund for the Republic, the General Education Board, the New York Community Trust, the Rockefeller Brothers Fund and the Alfred P. Sloan Foundation.

Its goals are:

To help Americans realize how important their public schools are to our expanding democracy.

To arouse in each community the intelligence and will to improve its public schools.

The "Doorway to the Future" radio series was professionally written, directed and produced by *Sherman Dryer Associates*. It was made possible through the generous donation of network time by the *American Broadcasting Company* and a special financial grant to the Commission from *The Fund for the Republic*.

About "Doorway to the Future"

The doorway to America's future is the nation's public schools. These schools are more than physical structures of brick, wood, mortar and steel. They are buildings housing thousands of skilled and purposeful teachers and millions of growing youngsters who someday will become part of the community's adult life. These key developmental units in our society are administered by professional educators and managed by community citizens serving on boards of education. Therein lies the hope of America in the years to come; the challenge to you and you and you who would help bring that hope to fulfillment.

Late in July 1954, a 13-week radio program, broadcast coast-to-coast every Monday at 9:30 p.m. out of New York over the American Broadcasting Company network, came to a close. It was called "Doorway to the Future." It dramatized the real-life solutions which had been hammered out by citizens interested in the problems of their public schools.

It described overcrowded conditions in some of the schools, and related how groups of citizens banding together solved that problem....It reported the decisions reached by good teachers and good parents when faced with explosive problems of suspicion. . . . It examined the needs and obligations of school board membership . . . and depicted many other day-to-day cooperative activities to build better schools for America's youth. Because the series proved so helpful

to citizens' committees in clarifying their school issues, and so interesting and eye-opening to the many community residents who had heretofore taken their public schools for granted, the National Citizens Commission recorded the programs on tapes and distributed them to convenient centers. The 13 tapes, together with the scripts, are available to all citizens or educators who seek practical guidance pointing up school issues facing their communities. They are available to *you!*

How to use the series

How many times has your school superintendent or school board chairman said: "I wish there was some way we could dramatize the problems our schools face in this town. That's the only way we'll ever get our citizens to listen." Now, some of those problems *are* dramatized and they are yours for the asking. Perhaps you are wondering just how these 25- to 30-minute real-life portrayals can be used to best advantage. Here are a few suggestions:

Open Public Meetings

Citizens' committees, PTA's and other school-improvement organizations, planning a mass rally for their schools, may find a "Doorway to the Future" show just the ticket for dramatizing what they are attempting to do, or what problems their local schools face.

The tapes can be used on a standard tape recording unit. It's a simple enough operation—just the same as playing any tape. Be-

cause the shows are fast-moving and complete with musical breaks, they're good attention-holders. A whole show takes only half an hour.

Committee Meetings

Any group launching a school survey can point up its need and value by introducing the appropriate "Doorway to the Future" tape at the initial committee meeting. It's a sure way of firing the group's interest.

Non-Commercial Radio

The tapes can be aired over any non-commercial radio station in your area to stimulate the interest of your community in its schools.

An Addition to the Speakers' Bureau

If your group provides speaking assistance to other groups, "Doorway to the Future" gives you 13 more strings to your bow. One of your committeemen (he doesn't have to be an experienced or professional speaker) can take along a tape to more than fit the problem and add variety to any meeting. With a carefully planned discussion guide, the show can team up to give the meeting an enthusiastic send-off.

For local or state conferences on education, these tapes are a natural. Recent legislation has provided for a White House Conference on Education, to be held next November and preceded by state-wide conferences. State and local conferences are sure to follow. "Doorway to the Future" can be used effectively to generate interest at the local, state or national level.

Classrooms

Instructors of graduate courses in educational administration, community sociology and related subjects may want to assess the help "Doorway to the Future" programs can extend in classrooms. The tapes can be used, too, on the high school level, especially in classes stressing citizenship and civic responsibility.

Scripts of Shows

In addition to the dramatizations on tapes, just as they were heard by hundreds of thousands of radio listeners, the shows are available in script form from any one of the commission offices. Have you thought of how they could be used? Well, here are a few possibilities:

Local Radio

Your local radio station manager might like to call in some community talent to give freshness and appeal to his programming. The professional scripts are a natural for him. All he has to do is add appropriate end-of-show or middle-of-show comments for his announcer and he has a brand-new local feature. (The recorded tapes themselves cannot be rebroadcast on commercially operated stations, because of union restrictions.) Why not explore this with him?

Local Stage

Your local theatrical group may be interested in producing a public-service show with a professional script like these. The scripts need only directions for stage scenery, exit and entrance cues which the director could easily build into them. Do you

know a director who would like to know about these?

Local Television

Adaptable to stage, "Doorway" scripts are equally form-fitting for television. Again, special TV directions need to be inserted. Why not see what the manager of your TV station thinks of them?

Other Possibilities

Nobody knows your community as well as you do. Already you have probably figured out some other possible uses for "Doorway." Perhaps your schools can use the tapes or scripts directly, or perhaps your churches could. As is true with all the Commission's materials, you're welcome to use "Doorway to the Future" in any way you can with the single exception of rebroadcast over commercial stations.

How to obtain the series

Complete sets of the tapes are now on deposit at about 100 centers throughout our 48 states, one of which should be readily accessible to you. These centers include. . . .

ALL STATE DEPARTMENTS OF EDUCATION (*located in the State capital*)

ALL STATE-WIDE CITIZENS' COMMITTEES

THE MAIN AND REGIONAL OFFICES OF THE NATIONAL CITIZENS COMMISSION

What the "Doorway to the Future" Series Contains

(order by title)

1. BRIDGE TO TOMORROW

The drama of the growth of America's free public schools is told with narration and short dramatic sequences, from early Colonial days to today.

2. THE OTHER PARENT

A new teacher learns that there are two sides to the career of teaching—the good and the bad. She decides on her future after much head-holding and-heart-searching.

3. MIGHTIER THAN THE SWORD

A grade school textbook explaining the tariff system sets off a family argument. This, in turn, precipitates a community study of the books being used in its public schools.

4. THE HOUSE THAT TALK BUILT

A mother—disturbed because her child, along with others, is suffering from overcrowded schools—decides to do something about it. Her actions lead to the formation of a citizens' committee and finally, with the whole town talking, to the erection of a new school.

5. CHALLENGE TO ACADEMIC FREEDOM

The freedom a teacher needs to teach—and

a child to learn—is threatened when one conscientious teacher is attacked for discussing communism in class. At a town meeting the people have to decide whether they want their children taught *what* or *how* to think.

6. THE NEGRO AND THE PUBLIC SCHOOLS

The long search by Americans for the fair solution to the problem of segregated schools is traced, with the Supreme Court's history-making decision as a backdrop.

7. THE NEW MEMBER

A garage owner is appointed to the school board by a mayor who feels he owes him a political debt. Unwilling to be the mayor's rubber stamp, the new member proves to be a true public servant.

8. BOND ISSUE FOR CROSS RIVER

Seven persons in Cross River are affected by a proposal for a new school building. Some of them help defeat it. Unconvinced, one woman among them sparks a citizens' committee and it is this committee which finds out the "why" behind so many "No's" and submits a more acceptable solution.

9. THE BATTLE OF THE VALLEY

Three towns linked by a highway consolidate their schools, then find there are some serious roadblocks to harmony, particularly local pride. But a local newspaper editorial plants the idea of how this can be resolved for the good of everybody.

10. GOALS OF EDUCATION

A young man, disturbed because his fiancée is set on teaching school, overhears her discuss educational goals with his family. He comes to understand how exciting and challenging a career in education can be.

11. JIMMY VS. THE CURRICULUM

Seven-year-old Jimmy was known as "Dopey." When his family moves to another town, Jimmy and his parents discover that when the curriculum doesn't stand still, neither do the students.

12. SCHOOL FINANCE

George Simmons has his heart set on seeing a night ball game. When his wife vetoes the game and brings him instead to a school finance meeting, George finds school statistics more exciting than batting averages.

13. A COMMITTEE FOR LAKEVILLE

A local lawyer is dubious about the local school board's work. Instead of grousing, he takes the plunge, forms a citizens' committee and helps the board do a better job.

and here's a Plus Value

"The Fight for Better Schools," a 16mm. sound film, is stocked in each of the centers listed on page 7. It portrays the formation of a committee in Arlington, Va., that studies the schools and mobilizes to pass a bond issue.

Add to Your Library

Build up your library. Have the tapes copied and keep them on hand for use.

Commission Services

Working Guides

These are booklets which show the layman where he can fit into the school improvement picture. "How Can Citizens Help Their Schools?" is the first. Others deal with organizing committees, history of the schools, teachers, school boards, finance, publicity, advertising, meetings, the press, buildings, textbooks, goals of education.

Films

The Commission has six different films on hand. All of them may be borrowed.

Case Histories

The experiences of citizens' committees, written by the people who did the work, are sent free of charge. They cover many different problem areas.

"Citizens and Their Schools"

A monthly news bulletin.

Regional Offices

Regional directors are available for consultation and as speakers. See back cover for their names.

Acknowledgment

For their part in bringing *Doorway to the Future* to a national audience and extending its usefulness in this follow-up form, the Commission extends its thanks to:

The American Broadcasting System, which donated the air time as a public service . . .

The Fund for the Republic, which provided the financial grant to the Commission, thus making the series possible . . .

Hill and Knowlton, Inc., which assisted in the preparation of this booklet and offered helpful public relations suggestions throughout the series.

The Commission is also deeply appreciative of the comments and suggestions which came in from interested citizens while "Doorway" was on the air. Without their gratifying response to the shows, this follow-up program would not have been undertaken.

Main Office

NATIONAL CITIZENS COMMISSION FOR THE PUBLIC SCHOOLS

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Minneapolis 1, Minnesota

~~Suspense 3/1/57~~
File

November 27, 1956

Mr. Henry Toy, Jr., President
National Citizens Council for Better Schools
9 East 40th Street
New York 16, New York

Dear Mr. Toy:

It will be a pleasure to take part in the spring meeting of the Round Table of National Organizations. Thanks for inviting me.

As the date of the meeting approaches, I shall look forward to some further word from you about plans for the panel discussion.

Cordially,

Harold C. Fleming
Assistant Director

HCF:mbo

National Citizens Council for Better Schools

9 EAST 40th STREET • NEW YORK 16, N.Y.

MURRAY HILL 5-1154

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HARRY SCHERMAN

November 20, 1956

Mr. Harold C. Fleming
Assistant Director for Information
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Mr. Fleming:

For some years now, we have been meeting with the Round Table of National Organizations, a group of some 45 national organizations which meets twice a year to discuss school problems and determine what can be done by each organization operating within the framework of its own bylaws to solve those problems.

One of the subjects for the spring meeting, which is to be held March 25-26 at Arden House, Harriman, New York, is the progress of desegregation. In order to report that progress, the members felt a panel discussion should be arranged for by the National Citizens Council, which serves as secretariat for the Round Table.

We have already lined up Don Shoemaker for a three-man panel and would like to have you for the second spot. Don, as you know, must limit himself to a factual summary of progress. He felt, and I agree, that you might particularize on the experiences of some school boards in desegregating. The third member of the panel could be a school superintendent who has dealt with the problem of desegregation, one way or another.

I'm enclosing the report of the fall meeting of the Round Table to give you an idea on how the meeting goes.

If you can participate, we would like to have you do so as our guest, which would include travel expenses. I'm hoping to hear you can.

Sincerely,

Henry Toy, Jr.

Henry Toy, Jr.
President

Publishers of BETTER SCHOOLS, *a monthly newspaper of school-improvement news*

BETTER SCHOOLS BUILD
BETTER COMMUNITIES

REPORT OF NATIONAL ORGANIZATIONS ROUND TABLE

GOULD HOUSE ARDSLEY-ON-HUDSON, N.Y.

OCTOBER 1-2, 1956

Thirty-five representatives of twenty-eight organizations met for the ninth time since the founding of the Round Table in 1953. The meeting was held for the first time at Gould House, Ardsley-on-Hudson, New York. Main topics were discussion of follow-up activities concerning the White House Conference on Education, the Committee on Education Beyond the High School, and the National School Boards Association study commission. Roy E. Larsen served as moderator of the two-day meeting.

Teachers, Goals and Public Interest

Prior to the meeting, participants received the summary of the White House Conference and the report of the Conference committee for study. As decided at the spring meeting, discussion focussed on the questions of goals of the schools and how to get enough good teachers, as the questions applied to the field of public interest in schools.

Public Interest

Participants began with a general picture of what has been done to follow up the findings of the Conference and the committee. It was stated that nothing has so far appeared on the national scene as a concerted effort to pull together all the recommendations. However, individual national organizations have programs for follow-up. Three states -- Montana, New Hampshire and Idaho -- were mentioned as instances where the state WHC committee subsequently formed into a state citizens' committee to encourage local action. Missouri is holding six conferences in various regions. Another instance: the Great Books Foundation has instituted a discussion

program throughout the country to encourage study of what the schools should accomplish. Local boards of education are encouraging local conferences on education. Several states, notably Wyoming, are planning for a second conference. And a few of those states will help coordinate local conferences as a forerunner of the state meetings.

The attitude of the press was cited as a barometer of increased public interest and understanding of school problems. It was pointed out that many newspapers now realize their readers are ahead of the press in recognizing the need and desire for more depth reporting.

Sign of the times was noted as the major emphasis political parties are placing on education as a national campaign issue. This was interpreted as an indication of public interest.

The United States Office of Education's follow-up program includes staffing for that specific purpose and continuance of an advisory committee of national organizations. The Conference recommendations for strengthening of the USOE are being studied and many are already in force. A fact sheet on follow-up activities is being issued to national organizations, a staff writer is preparing pamphlets on each of the WHC six questions for national organizations to mail out, a questionnaire on what national organizations are doing to follow-up the Conference is to be mailed.

Teachers

On the question of teachers, it was noted that there has been progress in the area of teacher salaries. Too, more students are entering teaching than ever before. More colleges are now preparing teachers, including those not formerly concerned. The prestige of teacher preparation appears to be lifting. Yale University, for example, is facing the problems of the teacher

shortage, not only in terms of college teachers but also for elementary teachers. This new attitude ncesssitates a revamping of curriculum in many colleges.

Industry seeking engineers and scientists are realizing their former attitude of hiring teachers in those fields helped increase the shortage of science teachers, and they are facing the need for teachers as a high-priority item in filling future manpower needs. Industry is also interested in increasing the quality of teachers and, in some instances, is offering training.

Distribution of the WHC report and the committee findings disclosed that the USOE has sent out some twenty thousand on request. The National Citizens Council for Better Schools printed the Conference and committee findings and did a total distribution of some 180 thousand. It was suggested that the findings should be in the hands of the 300,000 board members of the country and that perhaps national organizations could help in further distribution. One note of caution was sounded and that pointed out that there are discrepancies between the Conference report and the committee report. It was felt that that fact might serve to confuse rather than enlighten boards of education dealing with specific problems.

It was also pointed out that each state made a report of its state conference and that those reports should get wider distribution throughout the individual states.

On teacher recruitment, it was noted that perhaps scholarships to teachers or other increments might be of more long-term value than scholarships to students. This is being done in some places at the secondary level. The question of working conditions was noted as figuring enormously in whether good people went into and stayed in the teaching field. Prestige and status of the profession were cited as two reasons for teachers leaving the classroom.

The Kiwanis program on teacher recruitment stresses the need for information about the profession for high school students who might consider teaching as a career. This local program encourages one-day clinics for students who meet with teachers and college people as a way to get factual information about the profession.

The New York state citizens' committee project was cited as another way of approaching teacher recruitment. That project entailed a questionnaire on teachers, which was answered by citizens' committees in over a hundred communities. The questionnaire went into such questions as salary, living conditions for teachers, whether teachers are made to feel part of the community. Subsequent activity is hoped to center around erasing some of the bad conditions on the local level. One thing this project underlined is the impossibility of generalizing about conditions for all communities.

Important as salary is, it was the consensus that the problem of the teacher shortage cannot be reduced solely to finance. Where public interest is high, it was further pointed out, teaching conditions and salaries are better, too.

Another ramification was mentioned and that is that the shortage is not equal among men and women. And salaries for women teachers are more in line with salaries of other professions for women. The differential between teachers' salaries and the salaries for all other professions, it was said, is closing. Some communities give increments to teachers with dependents, most of whom are men. Others are paying extra bonuses for extra work. Most others set a basic minimum but the maximum in many places is not high enough or the formula for attaining it does not work to retain teachers.

The question of merit increases was discussed without any definite conclusions. It was pointed out that the job of teaching is so complex that some new method for rating on a merit basis is needed. In any application of merit increases, it was stated, it would be easiest to identify the two extremes: those who should not be teaching at all and those who are obviously superior creative teachers. One general agreement was that teachers themselves should have a voice in any merit pay plan, but school boards and citizens' groups should work with them.

In order to inform the public more accurately, it was suggested the advertising, promotion and public interest campaigns should set out to tell the American people that more taxes will be needed for the schools. It was felt that this direct approach would bring forth a better public response.

On the question of the recent defeat of federal legislation for schools, it was noted that little public hue and cry met the defeat. Perhaps general information on legislation, both federal and state, should be one of the jobs of national organizations working for school improvement.

The fact that education is a matter of national concern was underlined by the WHC, although the conferees differed on the question of responsibility for financing education.

General summary of the first session showed that each national organization participating should operate within the framework of its own regulations and outlets to inform the public about the questions and to encourage local and state action.

Committee on Education Beyond the High School

Since Devereux C. Josephs, chairman of the Committee on Education Beyond the High School, was not able to attend the Round Table meeting, he authorized Roy Larsen, who is a member of the Committee, to make an informal report to the participants. Much of what Mr. Larsen was able to report was confidential and given only to bring the participants up-to-date. However, since many of the tentative decisions of the Committee had not been agreed upon as final, they cannot be reported here.

What Mr. Larsen emphasized was that Mr. Josephs and the Committee would like recommendations from national organizations on what the Committee could and should do that is not planned, and on the matter of lay participation, recommendations as to how far the Committee should go. Mr. Larsen pointed out that even though the situation in education beyond high school differs from primary and secondary education, the public is still an important element if all the problems are to be solved.

The new Committee is a direct outgrowth of the WHC which limited itself to a consideration of primary and secondary public school education. The new group is faced with the problem of studying all education beyond high school, not only the conventional four-year college, but all organized and unorganized instruction after the high school years. The President charged the Committee with studying the problems and laying them before the American people, as well as encouraging an active and systematic attack on the problems. The Committee is also supposed to make recommendations as to the responsibility of the federal government in the whole area.

Already, the numerical crisis is facing the colleges. In 1954, more than twice as many people were born as in 1934. Nearly 80% of the age group is going into high school now and some 30% are going on for some form of higher education. The percentage is closer to 50% in California, which may be

an indication for the nation.

The Committee, composed of some 36 men and women, half of whom are educators, went into action last spring, has already met five times, and another meeting was scheduled for the Friday following Mr. Larsen's presentation. Four sub-committees are considering the demand for education, the resources to meet that demand, modifications and improvements required in present programs, and relation of the federal government to this area. Each sub-committee has a professional staff,many supplied by the American Council on Education, which has been helpful on research.

Mr. Larsen said that the new group has an opportunity to prevent the kind of crisis that hit the elementary and secondary schools. The projections appear to be accurate and there is a limited amount of time to get ready for the big tidal wave of students. The facts are clear to a few but the general public does not know them, nor are state and local leaders aware of the total picture.

The Committee is planning to hold a series of regional conferences between January and June to look at the whole picture from the point of view of regional emphasis and factors that differentiate it from the national picture. The question of possible state conferences is still undecided.

The Committee needs help in defining its scope and in ways to inform the public, said Mr. Larsen. In fact, he said, the group considers its first job one of disseminating information, which would lead to state and local action. Only if the public is totally involved, he said, would the job be done.

In the general discussion that followed, it was pointed out that the concept of higher education as an ivory tower is gone. However, the problem still differs from general public school improvement in that 40% of higher education is under private control.

It was pointed out that a committee to study higher education, appointed by President Truman, turned in an excellent report but it never got beyond the professional group.

It was also mentioned that, in order to meet the college teacher shortage of the future, we cannot postpone action now. Since most college teachers need a doctor's degree, eight years' training is necessary and the flood of enrollments will hit before then. This is also true of medical education.

The six-year high school is one phase of the question the Committee is studying closely. In some states, notably California, there have been great advances. This form of higher education puts the problem back in the hands of those working on secondary education, and, therefore, brings in the public.

Three subsidiary questions were posed for Mr. Larsen to carry to the Committee:

1. Is the new Committee going to consider everything beyond high school? Perhaps the areas should be those institutions granting degrees. More specific definition of the area to be considered is needed.

2. How can the two questions of economic privilege and the right to a higher education be resolved? Perhaps planned payments for higher education, even though an instrumentality of the government, might be worked out. This would not give grants to any specific institutions.

3. Will the Committee consider the question of maintaining enrollment ratios to ethnic numbers? This European concept might be re-introduced as numbers of applicants increase. Perhaps the Committee should examine the criteria for admission to higher institutions and recommend that they be based solely on merit.

Related to the third question was the observation that the University of Mississippi asks an applicant to submit letters of recommendation from three alumni. This raises the question of whether the Committee will consider segregation in its scope.

One opinion advanced was that there is greater public understanding of the problems of higher education than of the long-term needs of the elementary and secondary schools. A counter opinion was that there is a great reluctance on the part of private institutions to face up to the problems of expansion. Many are simply asking for money to pay current bills without any long-term planning.

The expansion of some smaller institutions will present the problem of sacrificing quality, although it was pointed out the expansion has already started without planning and there has been no noticeable decrease in quality.

On the WHC, the Round Table participants informed their constituents of pending legislation for the WHC committee. It was suggested that individual organizations might do the same thing for the new Committee.

NSBA STUDY COMMISSION

At the third general session, O.H. Roberts, Jr., former president of the National School Boards Association and now director of the Research and Development Project of the NSBA reported on the new study commission.

He prefaced his remarks by noting that between 1946 and 1956, laymen got excited, interested and informed about education and great progress was made in the solution of the problems.

The NSBA became a national organization in 1949. It is a federation of 45 state associations and through them reaches local boards of education.

By the beginning of 1956, the NSBA felt that a peak of interest in school problems had been reached and that its mission was to look at its own program and study the relationship of laymen and professionals to the problems of education. The result was a study project, financed by the Fund for the Advancement of Education, which is set up for one year.

The project will attempt to develop answers to some basic questions:

1. What is the responsibility of laymen and how do laymen fulfill that responsibility?
2. What is the responsibility of lay and professional groups organized to improve education and what are the techniques they use?
3. What is the responsibility of the NSBA and school boards and how can they best fulfill their responsibility?

The study commission is composed of 19 people and has met for one two-day session to limit the areas of study and help isolate methods. Thus far, the group has decided on the use of questionnaires, interviews with laymen and professionals, and conferences around the country as the best methods of operation.

In travelling around the country, Mr. Roberts noted these things that are concerning school improvement leaders:

1. The need for communications between laymen and professionals.
2. The difficulty of evaluation of education.
3. The question of how deeply laymen can be involved in matters of curricula. This question involves the relationship between school boards and superintendents. A sharper definition of roles is needed, with laymen concerned with the ends of education and the professionals concerned with the means.

4. The leadership role of school boards on the question of desegregation. What effect is desegregation having on the caliber and role of school boards? In some places, the moderates are being forced off boards. School boards associations must face up to this situation.

5. The public is not aware of the responsibility and dignity of school board membership. The climate needs development. Negative illustrations are too prevalent.

6. Not enough good materials are going into the hands of new board members. There is an annual turnover of between 75,000 and 90,000 school board members a year and in-service training is needed. Workshops for new members and good information materials should be made available.

7. There exist barriers to working cooperation among groups. Perhaps it would be a good idea for the boards and staffs of some major organizations, such as the National Education Association, the American Association of School Administrators, the Council of Chief State School Officers, the National Congress of Parents and Teachers, the National School Boards Association and the National Citizens Council for Better Schools, to meet together on this problem and decide what could be done better in cooperation. This action might be an illustration of cooperation for communities.

8. There is a gap at the national level for an action group for school improvement.

9. Apathy of the public about the responsibility of board members is still high. One manifestation is the poor showing at school board elections.

10. More research is needed that does not duplicate existing research. Rather than original research, perhaps a translation and distribution of what has already been done is needed.

11. There is no service organization for state boards of education and, therefore, no communication between state and local boards. The need for such an organization should be investigated.

Following Mr. Roberts' presentation, it was suggested that the turnover of board members each year represented a great loss of interested, involved people, unless some effort were made to keep records on them, if only a listing. It was underlined that that group represents an important alumni of interested people and a listing of who they are should be available in order to furnish them with continuing, up-to-date information.

One participant suggested that the work plan did not include any investigation into the processes of selection of school board members of the need for voluntary effort to reach responsible leadership for board membership.

Mr. Roberts closed his presentation by asking for case histories -- successes and failures -- to illustrate lay-professional cooperation. With those, his group could pinpoint and publicize workable techniques.

Future of the Round Table

The last general session opened with a report from Max Birnbaum, chairman of the membership committee of the Round Table, who brought the group up-to-date on efforts to encourage full participation and to broaden the base of membership.

The secretariat had prepared and distributed a history of the Round Table, which went to former participants and to invitees. The membership committee met in June and authorized the secretariat to invite eight more organizations to this meeting. Three had accepted membership with one refusal and four either not answering or not giving a definite reply. It was decided to send those four organizations the report of this meeting and invite them to the spring meeting. It was also decided to invite six other organizations, agreed upon by the membership committee. Mr. Birnbaum pointed out that in inviting new members, the committee is maintaining the balance of types of organizations originally decided upon for the Round Table.

The secretariat is to invite Altrusa, Zonta, National Sales Executives Association, American Institute of Accountants, the Institute of Life Insurance and the Public Relations Society of America to the spring meeting, as well as the four organizations invited for the fall meeting.

It was agreed that the spring meeting should be held the end of March and that the secretariat should investigate free dates for both Gould House and Arden House during that period and membership preferences to determine the exact date and place to meet.

It was suggested that each participant keep the secretariat informed about its action on any topics of discussion, so that the secretariat could, in turn, inform other members of techniques and programs.

Following general discussion of agenda for the next meeting, a vote of the participants was taken on the suggestions offered. The three items chosen for the spring agenda are:

1. A report from Mr. Josephs on the Committee on Education Beyond the High School.
2. A panel discussion on the progress of desegregation.

3. A progress report and discussion on the NSBA project, as well as criteria for school board membership.

It was suggested that reports could be in the form of papers and that some material could be sent out in advance for study. The secretariat will handle mailing of materials in advance and invitation of guests for the panel discussion.

March 4, 1957

Miss Gloria Dapper
Director of Communications
National Citizens Council for Better
Schools
Nine East Fortieth Street
New York 16, New York

Dear Miss Dapper:

Thank you for your recent letter forwarding the tentative agenda of the Round Table of National Organizations.

I will plan on taking the chartered bus from New York on the morning of the 25th, and will be expecting to hear from Don Shoemaker about the respective roles which Dr. McClurkin and I will take in the panel discussion. I will also talk with our information staff about suitable materials that we might send to you for advance distribution. I am looking forward to seeing you at Arden House.

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab

Surgeon

February 26, 1957

Miss Gloria Dapper
Director of Communications
National Citizens Council for Better
Schools
Nine East Fortieth Street
New York 16, New York

Dear Miss Dapper:

Thank you for your letter of February 20th to Mr. Fleming, and the enclosed agenda, giving details of his participation on the program of the Round Table of National Organizations, March 25-26, at Arden House, Harriman, New York.

Mr. Fleming is out of the city until Monday, March 4th. Shortly after that he will be writing you re appropriate materials, and as to whether he will use the facility of a chartered bus from New York City the morning of the 25th.

Sincerely,

Elizabeth A. Brantley
Secretary

eab/

National Citizens Council for Better Schools

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HARRY SCHERMAN

February 20, 1957

sent Hof

Dr. Harold C. Fleming, Assistant Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Dr. Fleming:

It's been so long since we got your acceptance to be on the program for the spring meeting of the Round Table of National Organizations, March 25-26, at Arden House, Harriman, New York, that I hope you haven't forgotten our correspondence of last November.

I'm enclosing the agenda for the meeting and you'll note that the panel on desegregation is slated for the afternoon of the first day. With you will be Don Shoemaker and Dr. W. D. McClurkin.

Don will lead off with a factual presentation of the progress of desegregation. The roles that you and Dr. McClurkin will take are probably best worked out among you three. I've suggested to Don that he get in touch with you and let me know what's decided.

If the Southern Regional Council has any materials on this subject that you'd like me to send out to the participants beforehand, I'll be glad to do so. I'll need 50 copies.

Will you be taking the chartered bus from New York City the morning of the 25th?

In the event that we didn't make this perfectly clear to you before, I'd like to repeat that the secretariat will pay all your expenses connected with attending this meeting.

We're delighted that you can participate and I look forward to meeting you.

Sincerely,

Gloria Dapper

Gloria Dapper
Director of Communications

Publishers of BETTER SCHOOLS, *a monthly newspaper of school-improvement news*

BETTER SCHOOLS BUILD BETTER COMMUNITIES

TO: ROUND TABLE OF NATIONAL ORGANIZATIONS

FROM: GLORIA DAPPER
NATIONAL CITIZENS COUNCIL FOR BETTER SCHOOLS
9 EAST 40th STREET, NEW YORK 16, NEW YORK
MU 5-1154

Plans for the spring meeting, March 25-26, at Arden House, Harriman, New York, are now more definite.

The agenda is tentatively fixed and includes:

Monday, March 25, 1957

10:30 a. m. -- Chartered bus leaves New York.

12:30 p. m. -- Lunch at Arden House.

2:00 p. m. -- Panel discussion on the progress of desegregation.

Moderator: Roy E. Larsen

Participants: Don Shoemaker, Executive Director
Southern Education Reporting Service

Dr. Harold C. Fleming, Assistant Director
Southern Regional Council, Inc.

Dr. W. D. McClurkin, Department of Research and Survey
George Peabody College for Teachers

6:30 p. m. -- Dinner.

8:00 p. m. -- Report on the Committee on Education Beyond the High School.

Devereux C. Josephs, Chairman of the Committee

Tuesday, March 26, 1957

9:00 a. m. -- A progress report and discussion of the National School Boards Association Research and Development Project, as well as criteria for school board membership.

O. H. Roberts, Jr., Project Director

ROUND TABLE AGENDA -- 2

11:00 a. m. -- Future meetings of the Round Table.

Moderator: Roy E. Larsen

General Discussion.

12:30 p. m. -- Lunch.

2:00 p. m. -- Bus leaves for New York.

Transportation from New York and return will be arranged by the secretariat. A chartered bus will leave the 45th Street entrance of the Hotel Roosevelt, New York City, at 10:30 the morning of March 25th. The bus will return to the city the afternoon of March 26th, arriving before five p. m.

Costs at Arden House are borne by each participant.

Room Reservations will be made by the secretariat.

National Citizens Council for Better Schools

902 REALTY BUILDING LOUISVILLE 2, KY.
WABASH 2449

Pls make address card.

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Executive Director

MAURICE D. BEMENT
Regional Director

March 13, 1956

Mr. Harold C. Fleming
Director of Information
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Fleming:

Perhaps you have already learned that the National Citizens Commission for the Public Schools discontinued its operation, as scheduled, at the end of January, 1956. More important, however, is the announcement of the successor organization, the National Citizens Council for Better Schools.

The new Council begins its work to alert citizens to the problems of their schools with a roster of sixty-nine members - twelve coming from the Southern region. Twenty-three served as members of the Commission until expiration of its charter.

While the Council will continue some activities started by the Commission, the scope of the program will be determined by a broader membership of men and women experienced in solving school problems at the state and local level.

As the Southern Regional Director for the new Council, I approach this responsibility with humility but with a pledge of full cooperation to you and your associates in your efforts toward better schools.

I sincerely hope you will feel free to request the services of this office at any time you feel we can be of help to you in furthering citizen interest and understanding for better schools. I will work, under local direction, toward this goal.

Sincerely,

Maurice D. Bement

Maurice D. Bement
Regional Director

MDB:lh

National Citizens Council for Better Schools

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MAURICE D. BEMENT *Regional Director*

RECEIVED MAR 15 1956

March 13, 1956

Mr. G. S. Mitchell, Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

Perhaps you have already learned that the National Citizens Commission for the Public Schools discontinued its operation, as scheduled, at the end of January, 1956. More important, however, is the announcement of the successor organization, the National Citizens Council for Better Schools.

The new Council begins its work to alert citizens to the problems of their schools with a roster of sixty-nine members - twelve coming from the Southern region. Twenty-three served as members of the Commission until expiration of its charter.

While the Council will continue some activities started by the Commission, the scope of the program will be determined by a broader membership of men and women experienced in solving school problems at the state and local level.

As the Southern Regional Director for the new Council, I approach this responsibility with humility but with a pledge of full cooperation to you and your associates in your efforts toward better schools.

I sincerely hope you will feel free to request the services of this office at any time you feel we can be of help to you in furthering citizen interest and understanding for better schools. I will work, under local direction, toward this goal.

Sincerely,

Maurice Bement

Maurice D. Bement
Regional Director

MDB:lh

MF - There's a file for this under Natl Citizens Ctee for Pub. Schools - or Arden House Conf. G.

AGENDA

Monday, March 25, 1957

12:30 p.m. -- Lunch at Arden House.

2:00 p.m. -- Panel discussion on the progress of desegregation.

Moderator: Roy E. Larsen

Participants: Don Shoemaker, Executive Director
Southern Education Reporting Service

Dr. Harold C. Fleming, Assistant Director
Southern Regional Council, Inc.

Dr. W.D. McClurkin, Department of Research & Survey
George Peabody College for Teachers

6:30 p.m. -- Dinner.

8:00 p.m. -- Report on the Committee on Education Beyond the High School.

Devereux C. Josephs, Chairman of the Committee

Tuesday, March 26, 1957

Moderator: Max Birnbaum
For the Secretariat

9:00 p.m. -- A progress report and discussion of the National School Boards Association's Research and Development Project, as well as criteria for school board membership.

O.H. Roberts, Jr., Project Director

11:00 p.m. -- Future meetings of the Round Table.

General Discussion.

12:30 p.m. -- Lunch

2:00 p.m. -- Bus leaves for New York.

PARTICIPANTS IN ROUND TABLE MEETING

SPRING, 1957

Organization	Participant	Reason for Absence
1. Altrusa, International	None	No response
2. American Assn. of School Administrators	Dr. Finis E. Engleman	
3. American Assn. of University Women	Mrs. Leon Lamet Christine Heinig	
4. American Bankers Assn.	None	Mr. Dunkerley out of town
5. American Bar Assn.	None	No response
6. American Farm Bureau Federation	None	John J. Lacey has conflict in dates
7. A.F.L.-C.I.O.	None	No response
8. American Friends Service Committee	Clarence Yarrow	
9. American Institute of Accountants	None	Charles P. Rockwood has conflicts in dates
10. American Institute of Architects	None	Mr. Carl W. Clark has conflicts in dates
11. American Jewish Committee	Max Birnbaum	
12. American Legion	None	No response
13. American Library Assn.	None	Dr. Lillian L. Batchelor has conflicts in dates
14. American Medical Assn.	Dr. Wallace Wesley	
15. American Trade Assn.	None	No response
16. Assn. of the Junior Leagues of America		
17. B'nai B'rith	Mrs. Irving J. Sands Lester Waldman	
18. Brotherhood of Railroad Trainmen	None	No response

Round Table Participants -- 2

Organization	Participants	Reason for Absence
19. Chamber of Commerce	John R. Miles	
20. Council of Chief State School Officers	A. John Holden, Jr.	
21. General Federation of Women's Clubs	None	No response
22. Freemasons	Norman S. Meese	
23. Institute of Life Insurance	None	Dr. Dublin has conflict in dates
24. Kiwanis International	None	L.A. Hapgood has conflict in dates
25. Knights of Columbus	John W. McDevitt	
26. League of Women Voters	Mrs. John D. deVries	
27. Lions International	Eugene S. Briggs	
28. Manufacturing Chemists Association	Dr. Harvey R. Russell	
29. National Assn. for the Advancement of Colored People	None	No response
30. National Association of Manufacturers	Raymond Lewin	
31. National Catholic Welfare Conference	Msgr. William E. McManus	
32. National Citizens Council for Better Schools	Maurice Bement Curtis Roosevelt	
33. National Conference of Christians and Jews	Dennis Trueblood	
34. National Congress of Colored Parents & Teachers	Mrs. Charles L. Williams	
35. National Congress of Parents & Teachers	Dr. John W. Studebaker	
36. National Council of Catholic Women	Mrs. William Selts	
37. National Council of Churches of Christ	R.L. Hunt Dr. Alfred Kramer Dr. H.C. Nobel	

Round Table Participants -- 3

Organization	Participants	Reason for Absence
38. National Council of Jewish Women	Mrs. Frances Cahn Mrs. Thomas Parsonnet	
39. National Education Assn.	Lyle W. Ashby	
40. National Exchange Club	None	No response
41. National Farmers Union		
42. National Grange	None	Edward F. Holter in Washington, D.C.
43. National Sales Executive Assn.	None	No response
44. National School Boards Association	O.H. Roberts, Jr. Everett Luce	
45. National Urban League	Maurice Moss	
46. Optimists International	None	No response
47. Public Relations Society of America, Inc.	None	Janet J. Bauer has conflict in dates
48. Spanish Council of America	None	No response
49. United Church Women	None	Out-of-town meeting
50. United Mine Workers of America	None	No response
51. U.S. Junior Chamber of Commerce	Robert Leiman	
52. U.S. Office of Education	Mrs. Henry G. Doyle	
53. United Steelworkers of America	None	Emery F. Bacon out of the country
54. Veterans of Foreign Wars	Joseph D. Owens	
55. Young Presidents Organizations	None	No reason given
56. Zonta International	None	

Round Table Participants -- 4

Moderator: Roy E. Larsen

Staff: Gloria Dapper
Kris Kritikos

Guests: Devereux C. Josephs
Don Shoemaker
Dr. W.C. McClurkin
Dr. Harold C. Fleming
Eleanor Cole

April 4, 1957

Mr. Maurice D. Bement
Regional Director
National Citizens Council for Better
Schools
902 Realty Building
Louisville 2, Kentucky

Dear Maurice:

Thanks very much for your kind note. I am greatly complimented.

The day at Arden House was very pleasant for me, and not the least of it was getting a chance to meet you after all these years. I hope our paths will cross again soon. Meanwhile, all best regards.

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab

P.S. I am suggesting to the Anti-Defamation League that they add Eastern to their clientele.

} you wanted to write them. (Ed)

ok - handled.
HCF

National Citizens Council for Better Schools

902 REALTY BUILDING LOUISVILLE 2, KY.
JUNIPER 5-2449

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MAURICE D. BEMENT
Southern Regional Director

March 27, 1957

Dr. Harold C. Fleming, Assistant Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Harold:

I just want to pass on to you some of the expressions I heard from participants of the Arden House Conference this week. To sum it up, they were saying even after you left what a tremendous job you, Don and Dr. McClurkin did.

As an observer I want to add my expression of personal appreciation to you and your associates.

Best regards,

Maurice

Maurice D. Bement
Regional Director

MDB:lh

P.S.
Nice flight, service and dinner on Return to Louisville via Eastern Airlines.
M.

April 4, 1957

Miss Gloria Dapper
Director of Communications
National Citizens Council for Better Schools
Nine East Fortieth Street
New York 16, New York

Dear Miss Dapper:

It was very pleasant being with the Round Table at Arden House last week. I hope that my small contribution to the afternoon's panel made my coming worthwhile from your point of view.

I had a very nice note from Mr. Larson, which I will want to acknowledge soon. Meanwhile, between trips, I pass along the following account of my expenses:

Round-trip air ticket	$88.06
Hotel (Sunday & Monday)	26.26
Taxis and limousines	7.40
Meals	2.50
Total	124.22

I hope we will find ourselves together again soon. Meanwhile if we can supply any information that will be of help to you and your organization, be sure to let me know.

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab

National Citizens Council for Better Schools

9 EAST 40th STREET • NEW YORK 16, N. Y.
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COMMUNICATIONS DIVISION
GLORIA DAPPER, *Director*

April 4, 1957

Dr. Harold C. Fleming
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Dr. Fleming:

Thank you very much for the contributions you made to our discussions at Arden House.

Would you please submit an itemization of your expenses so we can reimburse you promptly.

Sincerely,

Gloria Dapper

Gloria Dapper
Director

Publishers of BETTER SCHOOLS, *a monthly newspaper of school-improvement news*

BETTER SCHOOLS BUILD
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National Citizens Council for Better Schools

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COMMUNICATIONS DIVISION
GLORIA DAPPER, *Director*

April 8, 1957

Dr. Harold C. Fleming
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

RECEIVED APR 10 1957

Dear Dr. Fleming:

Enclosed is a check to cover your expenses, incurred for the Round Table meeting.

It was our pleasure to have you at the conference, and I know the participants profited greatly from your contribution.

Sincerely,

Gloria Dapper

Gloria Dapper
Director

88.06 to SRC

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7 - 6300

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Executive Secretary

MARY ALICE BALDINGER

RECEIVED
FEB 8
Southern Regional Council

February 1954

Dear Friend:

The National Civil Liberties Clearing House will sponsor its sixth annual Conference on Civil Liberties at the Hotel 2400 here on Thursday and Friday, March 18 and 19. We hope that your organization will be represented at it.

Through these past six years of war and the threat of more war, an infection of fear, suspicion and hostility has spread through our government and into our whole community life. But there was encouragement in Chief Justice Warren's recent comment that "the sober second thought" of the American community, after the people have had time to investigate and consider, has always been for freedom of the mind and the conscience.

And there are indications now that, although attacks on these freedoms have been increasing, this "sober second thought" is beginning to develop in resistance to them. In spite of threats to liberty, there is a growing awareness that, in President Eisenhower's words, Americans can't live in fear of one another forever. More and more, our leaders and our national organizations are speaking up for freedom.

The Clearing House Conference will give the representatives of these organizations an opportunity to meet together again, to study the national problem of protecting our security while preserving and promoting our civil rights and liberties.

The Conference Program and registration form will be sent you shortly. If there are others in your organization who should receive them, will you send us their names? Meanwhile, we are inviting you now to reserve the Conference dates on your calendar.

Sincerely yours,

E. F. Adams

EARL F. ADAMS

John J. Gunther

JOHN J. GUNTHER

Co-Chairmen, Conference Program Committee

AMERICAN JEWISH CONGRESS
Commission on Law and Social Action
15 East 84th Street
New York 28, N. Y.

Status of significant Federal civil rights and group relations bills at adjournment of 83rd Congress, 2nd Session, August 30, 1954

SUBJECT	BILL NUMBER AND SPONSOR	COMMITTEE	STATUS
I. Fair Employment Practices			
A. Without enforcement powers	S. 1 (Dirksen)	Judiciary	Senate Committee held hearing Feb. 2, 1954. Issued no report. No House action.
	H.R. 1871 (Church)	"	
	H.R. 6587 (Busbey)	"	
	H.R. 4300 (Hays)	Educ. & Labor	
B. With enforcement powers	S. 692 (Ives, Humphrey and 17 others)	Labor & Pub. Welf.	S. 692 reported favorably by Senate committee, April 28, 1954. No action on House bills. Discharge petition on H.R. 170 unsuccessful.
	H.R. 170 (Powell) and 5 other House bills.	Educ. & Labor	
C. Anti-discrimination amendments to Taft-Hartley Law	S. 1831 (Ives and 10 others)	Labor & Pub. Welf.	Hearings held on amendments to Act generally. Committee reported bill containing no anti-bias provision.
II. Anti-Lynching	S. 99 (Ferguson)	Judiciary	No action
	S. 462 (Humphrey and 7 others)	"	
	H.R. 406 (Celler) and 8 other House bills	"	
III. Poll Tax Repeal			
A. Through legislation	S. 105 (Ferguson)	Rules & Adm.	No action
	S. 463 (Humphrey and 7 others)	"	
	H.R. 410 (Celler) and 8 other House bills	Administration	
B. Through Constitutional Amendment	S.J.Res. 25 (Holland and 9 others)	Judiciary	No action
	H.J.Res. 231 (Hays)	"	

SUBJECT	BILL NUMBER AND SPONSOR	COMMITTEE	STATUS
IV. Prohibiting Segregation in Interstate Transportation	S. 465 (Humphrey and 7 others) S. 2672 (Ives and Butler) H.R. 7304 (Heselton) and 8 other House bills	Commerce " "	No action in Senate. H.R. 7304 reported by Hou Committee July 23, 1954.
V. Comprehensive Civil Rights Act. (FEPC, Lynching, Poll tax, Armed Forces, etc.)	H.R. 366 (Addonizio) and 5 other House bills	Judiciary	No action
VI. Civil Rights Commissions			
A. Joint Congressional Committee	S. Cong. Res. 3 (Humphrey and 7 others)	Rules	No action
B. Permanent Commission	S. 535 (Humphrey and 7 others)	Judiciary	Hearing held Feb. 2, 1954 on S. 1 (see IA above also covered S. 535.
C. Aid to Local Commissions	H.R. 2306 (Roosevelt)	Educ. & Labor	No action
VII. Improving Civil Rights Statutes			
A. Generally	S. 468 (Humphrey and 7 others) H.R. 400 (Celler) H.R. 3885 (Roosevelt)	Judiciary " "	No action
B. Protection of voters	S. 466 (Humphrey and 7 others) H.R. 3888 (Roosevelt)	Judiciary "	No action
C. Peonage	S. 467 (Humphrey and 7 others) H.R. 407 (Celler)	Labor & Pub. Welf. Judiciary	No action
D. Establish Civil Rights Division in Dept. of Justice	S. 464 (Humphrey and 7 others) H.R. 3889 (Roosevelt)	Judiciary "	No action

SUBJECT	BILL NUMBER AND SPONSOR	COMMITTEE	STATUS
VIII. Armed Forces			
A. Prohibition of Segregation	H.R. 562 (Powell) H.R. 1011 (Dollinger)	Armed Services "	No action
B. Compulsory Segregation	H.R. 4782 (Winsted)	Armed Services	No action
C. Segregation in Nat. Guard	H.R. 1278 (Multer)	Armed Services	No action
IX. Indian Affairs			
A. Repeal Liquor Prohibition	H.R. 1055 (Patten)	Interior	Approved Aug. 15, 1953 (Pub. Law 277)
B. Repeal Firearms Prohibition, etc.	H.R. 3409 (D'Ewart)	Interior	Approved Aug. 15, 1953 (Pub. Law 281)
C. Cede jurisdiction to states	H.R. 1063 (Poulson)	Interior	Approved Aug. 15, 1953 (Pub. Law 280)
D. Amendment to above to require consent of tribes	H.R. 7370 (Berry)	Interior	No action
E. Emancipation	S. 335 (Butler) H.R. 4985 (D'Ewart) and other Senate and House bills	Interior "	No action in Senate. H.R. 4985 reported to House July 15, 1953. Recommitted Feb. 2, 1954
X. District of Columbia			
A. Home Rule	S. 2413 (Case and 31 others) H.R. 1395 (Klein)	Dist. of Col. "	S. 2413 reported July 23, 1953. No further action. No action in House.
B. Non-voting delegate in Congress	S. 697 (Case) H.R. 3974 (Abernethy)	Dist. of Col. "	S. 697 passed Senate March 11, 1953. No action in House.
C. Constitutional amendment for participation in election of Congress and President	S.J.R. 136 (Case) H.J.R. 71 (Powell) and 2 other House bills	Dist. of Col. "	No action

SUBJECT	BILL NUMBER AND SPONSOR	COMMITTEE	STATUS
D. Retrocession to Maryland	S. 374 (Smith of N.C.) H.R. 2223 (Abernethy)	Dist. of Col. "	No action
E. Equal Accommodations Act	S. 534 (Morse) H.R. 169 (Powell) H.R. 1251 (Dawson)	Dist. of Col. " "	No action
F. Prohibiting School Segregation	H.R. 5891 (Javits)	Dist. of Col.	No action
XI. Statehood			
A. Hawaii	S.49 (Cordon and 15 others) S. 51 (Murray and 14 others) H.R. 3575 (Saylor) and 4 other House bills	Interior " "	S. 49 reported Jan. 27, 1954. H.R. 3575 passed House March 10, 1953. Passed Senate April 1, 1954 but only after amended to add Alaska statehood. Further action blocked in House.
B. Alaska	S. 50 (Murray and 14 others) H.R. 2982 (Saylor and 4 other House bills)	Interior "	S. 50 reported Feb. 24, 1954. H.R. 2982 reported June 26, 1953. No further action in either chamber. (But see Hawaii above.)
XII. Group Libel	H.R. 168 (Powell) H.R. 3154 (Chudoff) H.R. 1015 (Fine) H.R. 1293 (Multer)	Judiciary " Post Office "	No action
XIII. Immigration and Naturalization--Revision of McCarran Walter Act.	S. 2585 (Lehman and 7 others) S. 3292 (Ives and 2 others) H.R. 6820 (Celler) H.R. 8802 (Javits) and 20 others House bills	Judiciary " " "	No action
XIV. Bricker Amendment on Treaty Power	S.J.Res. 1 (Bricker and 61 others) H.J.Res. 7 (Auchincloss) and 16 other House bills	Judiciary "	S.J.Res. 1 reported favorably June 15, 1953. Defeated in Senate Feb. 26, 1954 by 60 (for) to 31, two-thirds being necessary. No action in House.
XV. Senate Cloture	S.Res. 20 (Jenner) S.Res. 31 (Ives) S.Res. 63 (Lehman and 7 others)	Rules & Adm. " "	S.Res. 20 reported May 12, 1953. No further action.

Number 39 October 1954

CIVIL LIBERTIES BULLETIN

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W. -- Washington 6, D. C. -- DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Secretary, Mary Alice Baldinger.

SOME REVISIONS IN THE REFUGEE RELIEF ACT AND THE IMMIGRATION AND NATIONALITY LAW

The Refugee Relief Act of 1954 became law 14 months ago, and although the figures listed in the State Department report reproduced below indicate large numbers of applications in various degrees of processing, only 11,316 out of the 209,000 authorized have been issued as of October 15, 1954.

	Italy	Greece	Netherlands	Germany	Austria	Far East	Total
1. Applicants notified of documents required	24,382	8,856	345	7,356	2,934	1,234	45,107
2. Qualified on Documents	17,916	2,963	244	2,325	415	448	24,311
3. Completed Investigations	13,005	2,893	173	176	120	191	16,558
4. Visas Issued	8,915	1,838	167	154	79	163	11,316
5. Visas Refused	935	830	6	56	84	184	2,095
6. Applicants in Process	14,532	6,188	172	7,146	2,771	887	31,696
7. Assurances received by Administrator	2,649	6,041	38	6,112	2,458	1,397	18,695
8. Assurances Verified and sent to Field	1,558	4,536	21	4,357	1,794	603	12,869

(All Figures Cumulative. Items 7 and 8 reflect principal aliens only.)

Various reasons have been advanced for the delay in the issuance of visas under the Act. In his semi-annual report submitted to the Congress in August of this year, Scott McLeod, Administrator of the program, cited as some of these reasons lack of funds for special agents, lack of consular personnel, and lack of cooperation from foreign governments. However, the ranking minority member of the House Judiciary Committee, Congressman Celler of New York, in a series of public statements has taken issue with Mr. McLeod's administration of the Refugee Program. In a letter addressed to Mr. McLeod on October 25, 1954, Mr. Celler pointed out that only 6% of the total authorized visas have been issued, and that at this rate of issuance only one-quarter of the number of visas allocated by Congress will be used. He termed these figures "shocking", and said that Congressional intent has been thwarted by administrative instructions and regulations. He concluded his letter with this statement: "All these factors combined testify most eloquently to a deliberate and so far successful attempt so to administer that law as to make it completely ineffective".

While the administration of the Act remains a matter of controversy, some of its provisions which were found unworkable caused Congress to pass amendments embodied in Public Law 751, approved by the President on August 31, 1954. The major amendment to the Act will make possible the use of available visa allocations for Greece, Italy and Holland on the basis of the number of applications for relatives of American citizens and refugees, rather than the number for these two categories specified in the Act. In Greece and Italy there are many more applications for relatives than for refugees, whereas in Holland the refugee applications outnumber the demand for the admission of relatives of American citizens. Out of the 60,000 visas authorized under the Act for Italy, 15,000 were allocated to relatives, but there are over 32,000 applications in this category and not quite as many in the refugee category. The amendments will permit a more efficient utilization of available visas.

Two other amendments will correct the difficulties in the adjustment of status of refugees already in the U. S., and the admission of orphans. An alien lawfully admitted to the U. S. as a nonimmigrant could have had his status changed under the Refugee Relief Act, but only if he were unable to return to his country of birth, nationality or last residence because of events which occurred subsequent to his arrival in the U. S. Public Law 751 eliminates the requirement that events subsequent to an alien's arrival made the return impossible. It also eliminates the requirement of a "certificate of readmission" in the case of orphans.

****

The Immigration and Nationality Act of 1952 established a Joint Congressional Committee charged with the responsibility for reviewing the administration of the Act, and authorized to recommend whatever changes experience may indicate. The Committee, with Sen. Watkins of Utah as chairman, was appointed shortly after the Act was passed, but no staff was engaged and no functions have been performed by this Committee during the two years of the Act's administration.

The need for changes in the McCarran-Walter Act has become so apparent that its co-author, Congressman Francis Walter, sponsored a revision to admit petty offenders, which was approved on the last day of the 83rd Congress in the form of an addition to the bill for the non-quota admission of sheepherders (now Public Law 770.). During the debate on his proposal, Mr. Walter declared that in the past two years it has become apparent that United States consular officials abroad were excluding "entirely too many aliens on very technical grounds."

Further revisions of the McCarran-Walter Act will undoubtedly receive very serious consideration in the next Congress.

--Olya Margolin,
National Council of Jewish Women.

FEDERAL EMPLOYEE SECURITY PROGRAM
SLATED FOR CONGRESSIONAL STUDY

Public hearings by the House Post Office and Civil Service Committee on possible revision of the federal employee security program are in the offing. The projected hearings will follow a number of recent developments which have kept the security program in the limelight. They include:

1) The recommendation by the American Assembly on October 10 that "a commission of outstanding citizens be appointed by the President to review the entire problem and to seek the development of new standards of loyalty-security determination." (The Assembly, meeting in Harriman, N. Y., considered at this session general federal personnel problems, and was composed of 65 members, many of them former or present Federal officials.)

The Assembly declared that "existing security procedures are doing serious damage to . . . government service" and called for action which would "re-assert basic American traditions of justice and fair play." They emphasized particularly the need for a central board of review for accused employees and the hardships created by suspension without pay pending hearings.

Among the questions to be considered by the proposed commission would be: (a) the development of more precise criteria in determining loyalty and security; (b) the proper organization of loyalty and security determination and in particular the proper role of the security officer; (c) the advisability of reimbursing an exonerated employee for the costs of his defense, or of providing free legal assistance to him; (d) how to create public understanding, and prevent political exploitation, of the loyalty-security issue.

2) The release by the Civil Service Commission on October 11 of figures for "security separations" from May 28, 1953, through June 30, 1954. The data revealed that there were 6,926 separations, and two breakdowns were given, with some employees being placed in more than one category:

Dismissed	2611	Subversion	1743
		Perversion	618
Resigned	4315	Convictions	2272
		Other	3657
			8290

One interesting feature of these figures was the much greater proportion of resignations than in the first figures released last March (1086 firings, 1400 resignations). Civil Service officials admitted that some of those who resigned may have done so without knowledge of derogatory information in their file.

3) A demand by Senator Olin D. Johnston (D., S.C.) ranking minority member of the Senate Civil Service Committee, that the Commission reveal how many of the separated employees had been hired by the Eisenhower Administration.

4) Announcement by Rep. Edward H. Rees (R., Kans.), chairman of the House Post Office and Civil Service Committee, that a report by the Civil Service Commission on just what a "subversive" is under the security program is to be made to his committee.

5) Criticism of the entire security program as established by Executive Order #10450, and particular cirticism of the injection of security risk figures into the political area. Among organizational critics have been:

-- the American Veterans Committee, which characterized present procedures as detrimental to the overall security of the Nation and as subversive of American principles of fair play.

-- Americans for Democratic Action, which said in a letter to Civil Service Commission Chairman Young that the Commission should either reveal the actual number of Communists and Communist agents dismissed or "admit that you have no evidence of successful Communist infiltration into our government."

-- the American Civil Liberties Union, which asked that the precise number of "subversives" who had received hearings should be given. "A hearing is vitally important," the ACLU declared, "because it affords the only reliable test of the accuracy of a 'subversive' charge leveled against a government worker."

--Andrew E. Rice,
American Veterans Committee.

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Human Rights Day; (3) continue to work for the extension of human rights, looking towards that day when the Declaration will become a living reality.

The role of the Committee is to help exchange plans and programs being developed by organizations and communities, and to make material available. A just-issued Guide Book for Community Leaders and a Human Rights flyer containing the Bill of Rights and the Universal Declaration of Human Rights are available without charge from the U. S. National Commission for UNESCO, Washington 25, D. C., and from the Clearing House.

--Philip Schiff,
National Jewish Welfare Board.

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Even so, a number of bishops have faced considerable antagonism from vocal minorities of white parents when instituting integration in their own schools. For instance, in 1947, when the Archbishop of St. Louis, the Most Rev. Joseph E. Ritter, ordered integration of all the Catholic high schools -- all of the grammar schools and some of the secondary schools had been integrated for years -- a small but militant group of parents threatened to bring civil suit against him. All vocal opposition dissipated, however, when the Archbishop cited the canon law section providing excommunication in such cases.

When the Louisiana Legislature was readying its move to circumvent the Supreme Court decision last June and July, Archbishop Joseph F. Rummel of New Orleans led a strong and steady attack on the proposed legislation. But a number of prominent Catholic laymen issued a public statement condemning their bishop's stand. In the end, only two of the Catholic members of the State Senate voted against the segregation bills, which now go to the people in referendum.

Breakdown by States

Here is the state-by-state breakdown of the picture in parochial schools where segregation has been enforced by law in the public schools, as found in the N.C.W.C. survey:

Washington, D. C. -- Catholic schools integrated on all levels since 1949.

Arizona (one of the four 'local option' states) -- there has "always been Catholic educational integration."

Alabama -- Segregated on primary and secondary levels, although one Catholic college began admitting Negro undergraduates this term.

Arkansas -- The Bishop of Little Rock, whose diocese includes the whole state, announced in August that Catholic Negroes were to be admitted immediately to "White" schools where there were no schools especially for them. The goal of the diocese, he said, is that "No Catholic student is refused admission to a Catholic school on account of race or color." There had previously been one integrated Catholic girls' school.

Delaware -- All Catholic schools now accepting Negro students. Breakdown of segregation was initiated in 1950 when one Wilmington high school enrolled five colored boys.

Florida -- No integration.

Georgia -- Segregation.

Kansas (local option state) -- Catholic schools now all open. Last major change came in 1945 when admission of Negroes to a previously all-white Catholic high school in the Archdiocese of Kansas City was made mandatory.

Kentucky -- Law prohibiting integration on primary and secondary levels -- even in private schools -- still on books. At least five elementary schools in the Archdiocese of Louisville are now integrated, however, with every school "acting quietly and naturally on its own." All Catholic colleges and nurses' training schools in the state had previously eliminated race bars.

Louisiana -- School board of the Archdiocese of New Orleans praised the Supreme Court decision, but announced it would await the tribunal's directive on implementation before going ahead with integration in the grade and high schools. Dioceses of Lafayette and Alexandria presumably following the same course. Loyola University in New Orleans, and the girls' college of the Sacred Heart, Grand Coteau, have had Negro and White undergraduates for some time.

Maryland -- Prince Georges and Montgomery County schools, in the Washington archdiocese, are integrated, as are the Eastern Shore schools, in the Diocese of Wilmington. Schools in southern counties still segregated. No announcement from Archdiocese of Baltimore concerning the rest of the state, although recurrent reports in the daily press hold that Catholic schools in the city of Baltimore are being integrated.

Mississippi -- Segregation in both primary and secondary schools.

Missouri -- Integration on all Catholic educational levels.

New Mexico -- (local option). All schools of the Archdiocese of Santa Fe and the Diocese of Gallup have "always accepted the few Negroes applying."

North Carolina -- Integration mandatory in the five parochial schools of the Diocese of Raleigh as of this Fall, while requested, but not ordered, in the elementary schools. As a result segregated primary schools are now the exception rather than the rule.

Oklahoma -- Negroes admitted to all Catholic schools this term, with the five schools already in operation for the colored remaining open.

South Carolina -- Separate facilities on all levels with only one known exception: parochial school in Rock Hill enrolled five Negro and 26 white children this term.

Tennessee -- Parochial schools in Nashville integrated this Fall, while those in the rest of the state are maintaining segregated facilities this year.

Texas -- Archbishop Robert E. Lucey of San Antonio climaxed a 12-year crusade against the "sin of racial segregation" by making integration mandatory on all educational levels in an order sent out last Spring. Some integration in the dioceses of Dallas-Forth Worth, Corpus Christi, Austin and Amarillo. The Galveston diocese, which includes Houston, is continuing segregation this year. No data available for western part of state in Diocese of El Paso.

Virginia -- Integration in the Catholic high schools of Richmond announced a fortnight before the Court ruling. By Fall, six to eight parochial schools in the northern counties near Washington were integrated, as well as two primary and one secondary school in Roanoke, four high schools in the Richmond area and one grade school in the Tidewater area.

West Virginia -- Integration was begun on all levels in the Diocese of Wheeling several years ago, and the policy has proved "completely successful." Two elementary and one high school just for Negroes remain in operation, however, and it will be left "to the Negro parents themselves to decide whether they shall be continued."

Wyoming -- Local option never used to invoke segregation in public school systems. All Catholic schools integrated also; diocesan school superintendent asserted he had "never heard of the (segregation) issue being raised."

--Paul W. McCloskey,
National Catholic Welfare Conference

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SOUTHERN SCHOOL NEWS GIVES THE STATE-BY-STATE STORY OF SCHOOL DESEGREGATION DEVELOPMENTS

A valuable contribution to public understanding of the adjustments which are necessary for communities in the Southern regions as a result of the Supreme Court's school desegregation decision is being made by the Southern School News. Issued by the Southern Education Reporting Service, which has been established through the cooperation of group of southern newspaper editors and educators and the Fund for the Advancement of Education, the Southern School News aims to present accurate and unbiased information on developments in the District of Columbia and the 17 States whose school laws are affected by the decision.

In each issue, the paper will present the factual story of events as they occur and programs as they develop, State by State. Basic information comes from reports by 18 field correspondents, all of whom are working newspaper people -- in many cases the regular education writers on their papers.

Its aim is to help State and Local school administrators and other leaders in working out practical and constructive solutions to their own particular school problems by supplying them with full information about developments throughout the South and the border States, in the belief that while each community must work out its own problems on the basis of its own particular circumstances, every community can benefit by knowledge of experience elsewhere.

Distribution is made without charge -- but only upon request -- to State and local government officials, educators and libraries; to representatives of the various communications media, and to interested citizens. The National Civil Liberties Clearing House has distributed the first two issues among representatives of interested associated organizations. Further information can be had by writing the Southern School News, P. O. BOX 6156, Acklen Station, Nashville 5, Tennessee.

--Irene Osborne
American Friends Service Committee

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NEW LAWS IN THE INTERNAL SECURITY AREA -- A TABULATION

Eight of the 15 anti-subversive and internal security proposals submitted by the Administration were enacted into law during the closing days of the 83rd Congress. In addition, Congress passed three measures that the Administration did not request. The following is a summary of these new laws; the first five listed were in line with initial proposals by the President and the Attorney General for the facilitation of detection or conviction of subversives.

1) Death penalty or peacetime espionage, Public Law 777. Provides the death penalty for espionage in time of peace, and broadens the laws relating to sabotage by making them effective in times of national emergency as well as during war. This would apply especially to sabotage relating to germ and atomic warfare. Passed House July 8 by a 324-0 roll call vote; passed Senate August 16 by voice vote.

2) Extension of statute of limitations and withdrawal of pension benefits. P. L. 769. This extends the statute of limitations from three to five years in certain cases, in line with the Attorney General's request; it also includes a provision not requested by the Administration, denying pension benefits to employees who are convicted of felonies or who refuse to testify on grounds of self-incrimination. Passed Senate by a division vote; passed House by voice vote, August 18.

3) Bail jumping. P.L. 603. Makes bail-jumping in federal cases a separate criminal offense from the one for which a person was originally imprisoned; provides a penalty of $5,000 fine or five years imprisonment, or both. This was directed at Communist leaders jumping bail, and passed both Houses by voice vote.

4) Harboring fugitives. P.L. 602. Increases penalties for harboring fugitives, with the aim of keeping Communists from going underground. Passed both Houses by voice vote.

5) Immunity or forced testimony. P.L. 600. The Attorney General had asked for a law giving him the authority to grant immunity from prosecution in order to compel testimony (thus removing the right against self-incrimination provided for in the Fifth Amendment), but this law as passed places such authority in the courts, upon application by Congress or a representative of the Attorney General. It further provides that Congress notify the Attorney General of action taken; and the Attorney General may appear for or against an order to require a witness to testify. If a witness, after an order, refuses to testify, he is subject to contempt proceedings. He is also, moreover, still subject to prosecution for perjury. Passed House August 4, 293-55, and Senate August 11 by voice vote.

6) Loss of "nationality". P.L. 772. The Attorney General had also proposed a bill to deprive of their citizenship persons convicted of conspiring to overthrow the government. Congressman Francis E. Walter of Pennsylvania and the late Senator Pat McCarran both raised serious doubts as to the constitutionality of this measure. However, after the Senate amended the bill to apply only to persons who "willfully" performed an act to overthrow the government (thus eliminating persons who unwittingly joined subversive organizations), both the Senate and House accepted the measure by voice vote on August 18 and 19.

7) Registration of printing equipment. P.L. 557. Requires Communist-front or Communist-action groups to register their printing and duplicating equipment. Passed both Houses by voice vote.

8) Communist-Control Act. P.L. 637. As S. 3706, this was designed to outlaw the Communist Party and to prohibit members of Communist organizations from serving in certain representative capacities. The measure was passed in the form of an amendment to a bill denying legal privileges to "Communist-infiltrated" labor organizations (one of the Administration's proposals) finally approved after heated debate in both Houses, by a Senate vote of 79-0 and a House vote of 265-2 on August 19. Earlier, a subcommittee of the House Judiciary Committee had held hearings on 15 bills and resolutions aimed at outlawing the Communist Party. Attorney General Brownell testified against these bills on the grounds that (1) making Communist Party membership

a criminal offense would interfere with the working of the Internal Security Act of 1952, which requires organizations advocating the overthrow of the government to register, since an individual would then be required to give self-incriminating evidence and could invoke the Fifth Amendment; and (2) it would drive the Communist Party movement underground, thus making FBI surveillance more difficult.

No bill to outlaw the Communist Party was reported out by any congressional committee, but Senator Hubert Humphrey managed to win Senate approval of a proposal making party membership a criminal offense. The conference committee, however, removed this provision from the bill. As finally passed, it outlaws the Communist Party or any of its antecedents as such, but does not contain specific penalties for Party membership; it makes them subject to the provisions and penalties of the Internal Security Act of 1950.

Under the Act's second section, collective bargaining and other rights are denied to labor unions found by the Subversive Activities Control Board to be Communist-infiltrated, or to have followed Communist policies or aided Communist objectives, within the previous three years.

Several measures proposed by the Administration were not adopted by the Congress. Legislation to legalize wire-tapped evidence as court-room evidence in national security cases was not acted on by the Senate. A bill authorizing the President to bar potential subversives from facilities vital to national defense failed to gain House approval. Another measure was designed to tighten requirements of the Foreign Registration Act of 1938. Nor was any action taken on the Brownell request for an amendment to perjury laws providing that proof of the contradictory nature of two statements made by an individual would alone support a perjury conviction.

--Betty Hershberger Zisk and Warren Griffiths
Friends Committee on National Legislation

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Congressman Goodwin's statement continued, "The foundations have made an important contribution to our American life. I am satisfied that they have tried to protect our free American institutions and have generally used the vast sums of money available to them in a manner best to serve the public interest. The future of our Republic is in the hands of our educational institutions and our teachers. We must encourage American business and American families of large wealth to continue to give financial support to these foundations so that through their generosity education, medical and scientific research will be aided. To win the battle against ignorance and disease, American free enterprise through these foundations can answer most effectively the lies of the Kremlin."

--Herman Edelsberg
Anti-Defamation League of B'nai B'rith

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and J. B. Stoner's Christian Anti-Jewish Party, have also been actively stirring up dissension over the Supreme Court decision.

Copies of the report may be obtained from the Washington Office of the Anti-Defamation League, 1003 K Street, N. W., Washington 1, D. C.

--David A. Brody,
Anti-Defamation League of B'nai B'rith.

Implementation of Supreme Court Decision
Studied by National Council of Negro Women

"Implementation of the Supreme Court Decision Outlawing Segregation in the Public Schools" was the topic of a meeting of officials of women's organizations called in mid-October by the National Council of Negro Women, at its Washington headquarters. Discussion was based on an analysis of Southern reaction to the decision, pro and con, and an outline for local inter-group prepared by the Council, which has also developed a suggested course on the function and administration of school boards for its members. Copies of these materials are available on request to the Council's office, 1318 Vermont Ave., N. W., Washington, D. C.

The Council's 19th Annual Convention will be held at the Departmental Auditorium, Department of Labor, November 8 - 13, with a program stressing work by women in international relations, social welfare, education, and the development of better economic opportunities.

--Naoham Maise,
National Council of Negro Women.

Plans for Brotherhood Week, 1955, Will Feature Annual
Meeting of National Conference of Christians and Jews

Planning for the 1955 observance of Brotherhood Week (February 20 - 27) will play a large part in the annual meeting of the National Conference of Christians and Jews, to be held at the Mayflower Hotel in Washington, November 9, 10 and 11. Ben Duffy, president of Batten, Barton, Durstine and Osborn, is the general chairman for the Week.

Major Ddiscussion topics for the NCCJ sessions are: "Brotherhood, Moral Imperative!", "A Creative Challenge to Communism", "Brotherhood for a Free World", and "Youth in Action for Brotherhood". Among the speakers will be Dr. Benjamin Mays, president of Morehouse College, Atlanta, Ga.; Harrison Salisbury, N. Y. Times Russian correspondent; Arthur H. Compton, General Chairman, World Brotherhood; and Benjamin Buttenwieser, former Deputy High Commissioner, Germany.

Members of NCCJ and their friends are invited to attend any of the sessions; there will be no charge except for the Armistice Day luncheon, November 11. Further information can be had from the NCCJ's Washington office, 733 Southern Building.

--Leonard Aires, Washington Director,
National Conference of Christians
and Jews.

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Executive Secretary

MARY ALICE BALDINGER

RECEIVED
12/14/54
Southern Regional Council

December 3, 1954

Dear Friend:

Attached are peprints of two articles which may be of informational value to your organization.

"Who 'Collaborated' with Russia?", by Paul Willen, is reprinted from the current issue of the Antioch Review, whose editorial board chairman is Paul Bixler, secretary of the American Library Association's Intellectual Freedom Committee. It offers a timely reminder of the general attitude in this country during the war years, when it seemed possible that we might look forward to an eventually stable and peaceful world; and it places popular opinion of those days, and the post-war shattering of our illusions, in proper historical perspective.

The second article, "Communism: Threat to Voluntary Groups", comes from the American Jewish Committee's Committee Reporter. This outlines current Communist Party efforts to revive the united front approach which had some success before and during the war, and indicates the need for alertness to this development on the part of citizens' organizations.

A few extra copies of both articles are available from the Clearing House office on request.

Sincerely yours,

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

FBR

February 9, 1955

Miss Mary Alice Baldinger, Ex. Dir.
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington 6, D.C.

Dear Mary Alice:

Many thanks for the list of people on the Clearing House mail list which you sent me. We will mail them some of our promotion literature and pamphlets along the way. I would also appreciate it if you would send us your general list so that we too might send them informational mailings.

Please excuse my long delay in acknowledging the receipt of the list but we have been in a bit of a hassle getting the state organizations going. I am off this week for an organizational job in the state of Florida which will take me some 1500 to 2000 miles through the hinterlands.

It was surely good to meet you when I was in Washington and hope to see you again before too long.

Warmly,

Frederick B. Routh
Assistant Director
for
State Organization

FBR/rnf

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ALAN BARTH

ELEANOR BONTECOU

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Executive Secretary

MARY ALICE BALDINGER

February 11, 1955

Mr. Frederick Routh
Assistant Director,
Southern Regional Council, Inc.,
2630 East Wesley Terrace,
Atlanta, Ga.

Dear Fred:

I'm glad you think the list of names I sent you will be of some use to the Southern Council.

That list was made up of key people whom I selected from our best mailing list, and I think you will find them eager to be of whatever help they can.

As for your suggestion that I send you our general mailing list, however, I am afraid that is impossible, for the Administrative Committee and the Clearing House long ago decided that our mail list itself was not to be given out to any agency. What we do is, when an organization has some particular piece of literature that they want to send to all of the Clearing House people, they ship it up here to our mailing service; it is then sent out by that office with a covering note from the Clearing House accompanying it; and the mail service bills the distributing agency direct for mailing costs and postage.

Any time you'd like to have us do this for you, we'll be more than glad to cooperate, you may be sure.

Spring ought to be fairly well on the way down in the Florida backwoods by now(since even up here the birds have started their Spring singing) and I do envy you a chance to see it beginning. But that's the nature-lover speaking; as a civil rights promoter, I'll just hope that you have a very profitable trip.

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

MAB:ldl

February 24, 1955

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

They have got me tied up with a Chicago trip in mid-March, so I won't be at the Clearing House meeting on March 17th. But I am sending to the meeting my able assistant, Mrs. Grace Towns Hamilton. If you want her to be on the panel, write to her. She was for years Executive Secretary of the Atlanta Urban League.

Do help us get Changing Patterns a moving.

I wish I could be at the meeting, but I can't help myself.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

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ALAN BARTH

ELEANOR BONTECOU

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Executive Director
MARY ALICE BALDINGER

February 21, 1955.

Mr. George Mitchell,
Southern Regional Council,
63 Auburn Avenue, North East,
Atlanta, Ga.

FEB 23 1955

Luncheon Chicago chapter of a.j.c. and

Dear George Mitchell:

Is there any possibility that you will be around these parts on Thursday, March 17? If there is, would you consider being one of our panelists at the opening session of our seventh annual Conference on Civil Liberties, at 2 o'clock that afternoon, when we take up the question of encouraging orderly compliance with the Supreme Court's school integration decision?

Our usual conference plan is to have an over-all view of a subject by an opening speaker, followed by seven-to-10 minute presentations on specific issues in that field by each member of a three-or-four person panel, which leads into questions and answers and general conference discussion.

Father Shean of the Catholic Committee of the South is to open the program on integration. Because of your extraordinary experience in community work, we'd like you to talk to the conference about helping the community in the implementation of the decision.

The program committee is inviting a police chief, a housing expert and a public school superintendent for panel talks covering their fields, as well.

The preliminary conference program will come to you in one of our regular mailings the first of next week. We expect to have close to 100 national organizations represented this year. And since most of them are deeply concerned with making school integration work, we think the Thursday afternoon program can make a real contribution to public understanding and acceptance.

We will all be tremendously proud and happy if you can manage to join us.

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

PS -- Congratulations on "Changing Patterns in the New South." It's a magnificant piece of work.

Air Mail March 7, 1955

Mrs. Mary Alice Baldinger, Ex. Dir.
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N.W.
Washington 6, D.C.

Dear Mrs. Baldinger:

I will be happy to participate in the panel discussion on Thursday afternoon, March 17th, at the Clearing House Conference on Civil Liberties. The preliminary program seems to me excellent and it will be a privilege to be present.

Undersseparate cover we are sending a copy of Changing Patterns in the New South and a copy of Answers for Action which we hope Mrs. Steinberger will be able to display. We are also sending to Mrs. Steinbarger 150 copies for free distribution of the last issue of New South and a promotion folder for ordering Changing Patterns. We appreciate your offer to help us in the distribution of Southern Regional Council materials.

Dr. Mitchell is out of the city and we hasten to reply in this way to your letter of March 3rd.

Yours cordially,

(Mrs.) Grace T. Hamilton
Assistant Director
for
Program

GTH/rnf

Under separate cover this date:
Changing Patterns
Answers for Action
New South, Feb. (150 to Mrs. Steinbarger)
Changing Patterns promotion (150 to Mrs. Steinbarger)

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(Anti-Defamation League of B'nai B'rith)

ROBERT FRASE
(American Book Publishers Council)

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VICTOR G. REUTHER
(Congress of Industrial Organizations)

E. RAYMOND WILSON
(Friends Committee on National Legislation)

ALAN BARTH

ELEANOR BONTECOU

•

Executive Secretary

MARY ALICE BALDINGER

March 3, 1955

MAR 7 1955

Mr. George Mitchell,
Southern Regional Council,
63 Auburn Ave., N.E.,
Atlanta 3, Ga.

Dear George Mitchell:

Naturally we are all terribly sorry that you will not be able to be at our Conference yourself, but we are also grateful that you are sending Mrs. Hamilton and that you have suggested her for a place on our school integration panel.

I have written her about this, and look forward to meeting her.

I'm enclosing a copy of the letter we are sending to a selected group of organizations requesting material for distribution at our literature table, which we regard as a really outstanding part of the Clearing House conferences. I am sure that any material from the Southern Regional Council would be received with great interest, and hope that you'll undertake to send us whatever you think best, as the Literature Committee suggests in its invitation letter.

Since "Changing Patterns" is priced at fifty cents, I don't imagine you'd be inclined to hand out free copies of it; however, if you would want to give the conference a few free copies I will try to arrange it with Mrs. Steinbarger to have them featured in some sort of a display. I hope that when our conference time comes around next year, we'll be able to manage our calendars so that you can be with us.

Best personal regards,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

MAB:ldl
encl.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

APR 1 1955

will hold its regular meeting

WEDNESDAY, APRIL 6, --- 2:30 to 4:30 p.m. *
1637 Massachusetts Ave., N.W.

GUEST SPEAKER, on current moves to alter the electoral college and their relation to equality of representation, will be DR. RALPH GOLDMAN of Brookings Institution. His talk, beginning promptly at 2:30, will be followed by a question-and-answer session, current reports and Clearing House business.

Mary Alice Baldinger,
Executive Director

*-- Please note change from usual time, for this meeting only.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7 - 6300

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ALAN BARTH

ELEANOR BONTECOU

•

Executive Director
MARY ALICE BALDINGER

MAR 28 1955

Mrs. H. for approval -
Pass on to K.S.

March 24, 1955.

Mr. George Mitchell,
Southern Regional Council,
63 Auburn Ave., North East,
Atlanta 3, Georgia.

Dear George Mitchell:

Maggie Garrity has told me that you want 200 copies of our "Memo on School Integration," and I am sending them along to you under separate cover.

Am also attaching the Clearing House version of a bill, since I don't know what your office customs are in the line of requiring invoices, etc. (As a matter of fact I have never been certain just what an invoice is.)

We were terribly sorry you couldn't be at the conference-- I think you would have enjoyed it.

But we were grateful to you for sending Mrs. Hamilton, who did a very fine job on the integration panel.

I expect we can get out the conference report in a matter of two or three weeks, and in it I hope we can give extra full coverage to the school panel, which I thought did a really constructive job.

Best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

March 24, 1955

Miss Mary Alice Baldinger
Civil Liberties Clearing House
1637 Massacheusetts Ave., N.W.
Washington 6, D.C.

Dear Miss Baldinger:

May I tell you again how useful the recent Clearing House Conference was. And to the person who I'm sure was responsible for the smooth and efficient way in which the meeting was organized, my congratulations.

This note is to remind you of our wish for at least one hundred copies of the memo on school integration. If you will send these to us at your earliest convenience and bill us, we will be grateful.

Yours cordially,

(Mrs.) Grace T. Hamilton
Assistant Director
for
Program

GTH:rnf

National Civil Liberties Clearing House

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(Friends Committee on National Legislation)

ALAN BARTH

ELEANOR BONTECOU

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Executive Director
MARY ALICE BALDINGER

April 4, 1955

Dear Friend:

The address on national security and individual freedom made by former Senator Harry P. Cain of the Subversive Activities Control Board at our annual Conference on Civil Liberties last month was inserted in the Congressional Record by Senator Hubert Humphrey, and has been reprinted. We are glad to send you the attached copy for your information. If your organization wants additional copies, we can arrange to supply them.

A full report on the Conference will be sent you later this month.

Meanwhile, because of the widespread current interest in this subject, and the many requests we have received for material on it, it will be helpful to the Clearing House informational program if we can develop a compilation of the opinions of national organizations which have had it under consideration.

If your organization has adopted any position, approved any statement or resolution, or conducted any research or study relating to

(A) The federal loyalty-security programs, or

(B) The establishment of an official commission to review the whole area of our Nation's security and of our individual liberties,

and which you feel would be of informational value to other agencies, will you send copies of pertinent materials to this office for inclusion in our study?

With appreciation for your cooperation, I am,

Yours truly,

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

National Civil Liberties Clearing House

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(Friends Committee on National Legislation)

ALAN BARTH

ELEANOR BONTECOU

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Executive Director
MARY ALICE BALDINGER

May 7, 1955.

Dear Friend:

In accord with the Clearing House policy of cooperating with associated organizations which wish to call their materials to the attention of other groups, a copy of the Newsletter on Intellectual Freedom, issued by the Intellectual Freedom Committee of the American Library Association, is attached.

As indicated in its opening paragraphs, a grant from the Fund for the Republic now enables the Committee to distribute its publication on an expanded basis, and without charge.

At the request of Paul Bixler, secretary of the ALA's Committee and editor of the Newsletter, the Clearing House Administrative Committee has authorized distribution of one issue of the Newsletter for the information of those who receive Clearing House mailings. As you will note, if you wish to receive a free subscription for future issues, you may send a postcard or letterhead saying so to: Mr. Paul Bixler, Secretary, Intellectual Freedom Committee, American Library Association, Antioch College, Yellow Springs, Ohio.

Also enclosed, for your information, is a copy of Dr. Vannevar Bush's article, "To Make Our Security System Secure", which has been reprinted from the New York Times Magazine and made available to the Clearing House by the Fund for the Republic.

Yours truly,

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

Number 41 May, 1955

CIVIL LIBERTIES BULLETIN

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W. -- Washington 6, D. C. -- DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Director, Mary Alice Baldinger.

SENATE SUBCOMMITTEE ON CONSTITUTIONAL RIGHTS WILL HOLD INQUIRY INTO THE PRESENT STATE OF INDIVIDUAL LIBERTIES

The first investigation to be taken by the Congress on whether the individual liberties guaranteed by the Constitution are being invaded as a result of present trends in our national life will be opened in the near future by the Senate Judiciary Committee's Subcommittee on Constitutional Rights, made up of Senator Thomas C. Hennings, chairman, and Senators Joseph C. O'Mahoney and William Langer.

The subcommittee expects to undertake "a general examination of the Bill of Rights and proposed legislation affecting it, to determine the appropriateness of its present-day application, with special attention to matters of due process of law," and freedom of speech, press and assembly. Under the broad authority given it, it also expects to examine "the functions of the administrative agencies whose responsibilities particularly affect such rights."

The Senate voted $50,000 for the investigation on May 11. The subcommittee is a permanent unit of the Judiciary Committee. Formerly called the Civil Rights Subcommittee, in the past it has been generally inactive, without staff or funds. The new name has been given it as an indication that its scope goes well beyond matters solely of racial discrimination.

In a letter supporting the subcommittee's investigation, Senator Harley M. Kilgore, chairman of the Judiciary Committee, noted that "in recent years there have been sweeping changes in our economic and social life, largely resulting from technological advances at home and political threats from abroad," and said that the inquiry will seek to measure the impact of these changes on the basic rights of the individual.

-- Betty Ann Zisk,
Friends Committee on National Legislation

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SOME DEVELOPMENTS IN IMPLEMENTATION OF THE SUPREME COURT'S SCHOOL INTEGRATION DECISION

The South and the Court

It is notable that not a single school system has announced plans for desegregation or steps to be taken in September, other than those who have begun desegregation during the current school year. There are unmistakable signs that many school people in the south are giving attention to the subject and that citizens groups are forming in many places. It is equally clear that official action is being delayed, pending a further pronouncement from the Supreme Court on implementation.

The second reargument in the school cases, held the week of April 11, produced few surprises. The states argued that time is needed to implement the decision, that immediate action would in many cases be dangerous, and that a time limit is unwise. NAACP attorneys argued that Negro children are entitled to relief at present, that delay is unnecessary, and that a time limit is needed. They suggest September 1955 as the best final date, or, if necessary, September 1956. The Attorney General of the United States recommended a time limit but did not suggest what it would be.

In the District of Columbia case (Bolling v. Sharpe), the District argues that the desegregation program will be complete in September of 1955, that therefore the case is moot and no court order is needed. The District further argues that the option plan (under which many children have a choice of the school they are to attend) has no racial implications. Attorneys for Consolidated Parent Group argue that the plan depends on the good faith of its administrators, and that a court order is needed as permanent guarantee of unsegregated school operation. They also contend that the option plan leaves room for pressures which do have racial implications, and that full integration is not insured as long as it remains in force.

Administrative Reorganization

In the District of Columbia, interest in the school desegregation program has recently centered around plans to reorganize the administrative staff to achieve integration of school officers. Reassignment of top school officers on an integrated basis has been virtually completed.

The Board of Education has approved plans for the lower staff levels (covering directors and department heads) but assignment of individuals to particular jobs has not been completed. In a number of cases, one of a pair of officers is to be chosen as the top, the other as assistant. There has been no spelling out of criteria or procedures for making such selections. Pending final selection there is considerable feeling of competition and insecurity, and fear of discrimination, among school officers.

Teachers College

The future of the two teachers colleges is currently under consideration. Earlier administrative plans called for placing the merged college in a high school building. (Cardozo was suggested at one time). Recently Dr. Corning announced that use of a high school building was not found to be feasible next fall, but that the colleges would be merged while continuing to use the two campuses. The Board of Education has approved appointment of Dr. Walter Hager (President of

Wilson Teachers College) as president of the merged institution, while Dr. Matthew Whitehead (President of Miner Teachers College) and Dr. Carr (Professor of Education at Wilson) have been designated as deans.

There has been no announcement of how the promised merger is to be carried out. It is not clear whether or not, or on what basis, reassignment of faculty, departments, and classes is to be made. It is therefore not possible to judge whether the colleges will in fact be effectively merged. Critics of the present plans believe that full integration and efficient operation cannot be achieved without relocation to a single site. The Strayer Report in 1948 found that both the Wilson and Miner buildings are inadequate to a satisfactory program.

P-TA's

The D. C. Congress of Parents and Teachers and the Washington Congress of Parents and Teachers have recently announced plans for consolidation of all P-TA's into a single organization. The Washington Congress will dissolve after insuring that all its member organizations qualify for membership in the D. C. Congress and the national organization. Local P-TA's are now reviewing constitutions and by-laws to insure conformity with national standards.

Nearby Counties

In Montgomery County, Maryland, the County Council of P-TA's recently approved a resolution recommending school integration in September of 1955 or as soon thereafter as possible. The vote represented a victory for the pro-integration forces after months of study and debate.

The Board of Education recently entered into official discussion of integration at an open meeting. They approved two measures: first, as soon as legal barriers are removed, some sub-standard Negro schools are to be closed and their children integrated into nearby schools; second, as soon as legal barriers are removed, Negro high school children down-county will be permitted to apply for admission to the nearest school if they so choose. These steps have been criticized as partial and piecemeal, taken without reference to any county-wide plan for orderly desegregation.

Fairfax County, Virginia, was recently the site of some unpleasantness. A P-TA workshop on human relations was invaded and literally broken up by an organized group of pro-segregationists.

-- Irene Osborne,
American Friends Service Committee.

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The voluntary agencies had taken hope when announcement was made of Corsi's appointment. He was known as an expert in the immigration field whose philosophy was based on the need for bringing people in rather than the desirability of keeping people out. His new assignment was taken as a sign that the State Department was responding to public criticism, and would try to break up the log-jam which was holding back large numbers of refugees. The fact that he was designated as an adviser to Dulles, rather than an assistant to Scott McLeod, was interpreted to mean that McLeod's own role in the administration of the Act would be under scrutiny.

Listening to the stories of both sides in the Senate hearings, it was hard to sift out what actually happened. It seems to have been about like this: McLeod nominated Corsi along with several others as deputy administrator of the Refugee Relief Act, to administer the program under his supervision. Corsi's qualifications, known to Dulles, led to his being offered the job. Knowing the roadblocks which had been placed in the way of an effective program, Corsi refused to work under McLeod but talked Dulles into appointing him as a special adviser. In this capacity he took a trip to Europe and, cutting the red tape of usual administrative procedure, dug beneath the surface to see what was blocking the flow of refugees to the U. S. Breathing fire, he returned to Washington with recommendations for a far-reaching shakeup in personnel and organization.

While Corsi did not go so far as to propose McLeod's removal, his comments inevitably reflected on the competence of his administration. Corsi's hammer-and-tongs method of tackling the problem won the opposition of McLeod, who claimed that his "free wheeling" activities and criticisms had impaired staff morale. The issue eventually boiled down to a power struggle between the two men, and McLeod's status was sufficiently secure that he won out.

Although he lost his job, Corsi actually won a moral victory. He succeeded in making the State Department and Congress take seriously what had up to that time been a side issue. At the Senate hearings, McLeod admitted somewhat reluctantly that most of Corsi's recommendations were good ones, and that some of them were already being put into effect. The public furore led to an interview with Secretary Dulles by a committee of voluntary agency representatives. Here Dulles was informed of the factual basis of past criticisms of the program, much of which he had not known before. He assured the churchmen that every effort would be made to implement the Refugee Relief Act effectively.

The fact that there will be a new drive behind the effort to bring in refugees, places an urgent responsibility on church groups. If, after all the tumult and shouting, the voluntary agencies should not provide enough assurances to keep the newly unplugged pipeline filled to the brim, they would be open to justified criticism. Their role now is to provide the job and housing assurances that will keep the program moving.

-- Dr. Robert E. Van Deusen,
Division of Public Relations,
National Lutheran Council.

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HEARINGS ON THE BRICKER AMENDMENT ARE CONCLUDED BY SENATE SUBCOMMITTEE

Hearings on the Bricker Amendment to restrict the treaty-making power (S.F. Res. 1) began April 27, before the Standing Subcommittee on Constitutional Amendments of the Senate Judiciary Committee. Senator Kefauver is chairman of the subcommittee. Other members are Hennings, Daniel, Dirksen, and Langer.

The first speaker was Senator Hennings, who said that the hearings would be a waste of time and taxpayers' money; that the whole issue had been thoroughly debated on the Senate floor in January and February 1954; that no member of the subcommittee is going to change his position as a result of hearings. He said that the law does not contemplate the doing of a useless thing. However, his motion to postpone the hearings indefinitely lost. Senator Kefauver said that any Senator who had an amendment which he wished the subcommittee to consider would be given that courtesy. Senator Hennings then pleaded urgent business and left. He has attended no other meetings. Senator Langer has not been present at all.

Senator Bricker led off the testimony in favor of his amendment. He has been supported by a number of organizations and individuals, among them the Peace and Law Committee of the American Bar Association, Frank E. Holman, the D.A.R., the American Legion, VFW, Pro America, and Clarence Manion. Statements have been filed in support of the proposed amendment by the Defenders of the Constitution, the Christian Science Church, the Committee on Constitutional Government, and Gerald L. K. Smith.

Compromise Coming Up?

After some confusion as to whether he would or not, the Secretary of State testified against the amendment. However, he said that he agreed with President Eisenhower that they would not object to a simple amendment declaring that no treaty could be made in conflict with the Constitution. Senator Kefauver asked him if he thought such an amendment was necessary. He replied that it would not be necessary from a judicial or legal standpoint, but it might be necessary from a psychological standpoint, to reassure some people's fears. Senator Kefauver said he thinks it would be unfortunate to amend the Constitution every time there was hysteria or fear.

Other witnesses against the proposed amendment have been Attorney General Brownell, the Association of the Bar of the City of New York, Quincy Wright, Dana Converse Backus, Harrop Freeman of Cornell for the Friends Committee on National Legislation, the Minnesota Committee Against the Bricker Amendment, the League of Women Voters, Bethuel Webster, Philip Perlman, and Dean Griswold of Harvard. Statements have been filed by the Defense Department, the Board of World Peace of the Methodist Church, Judge John J. Parker, the New York State Bar Association, and Norman Thomas for the Post War World Council. The hearings were scheduled to conclude May 11. Other organizations which had asked to testify are being asked to submit written statements.

While the same individuals and organizations as last year are supporting the proposed amendment, they seem to have picked up few new supporters and no new arguments. The array of legal talent opposing the amendment seems to get more and more impressive. Present indications are that the subcommittee will not recommend the amendment; that the whole Judiciary committee will report a compromise along the lines of what the President has said he will not oppose; and that it will probably

not get the necessary two-thirds majority. Several Senators who voted for the George substitute in February 1954 have been supplanted by others considered to be less favorable to any amendment.

-- Katherine D. Jansson,
American Association for the
United Nations.

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COMBINED BILL FOR ALASKAN-HAWAIIAN
STATEHOOD IS SHELVED BY HOUSE

By a vote of 218 to 170, the House of Representatives on May 10 sidetracked the combined bill to bring both Hawaii and Alaska into the Union, by returning it to the Committee on Interior and Insular Affairs.

The immediate reaction was that this was a deathblow to Statehood for either during this session of Congress. However, Statehood supporters have not given up hope, and believe that there is still a possibility that individual bills might be brought up on the floor of the House.

When the issues were submitted separately, the House has previously voted three times to admit Hawaii to statehood, and once to admit Alaska. The Senate last year tied the two together in a combined bill, and approved statehood for both. The May 10 vote was the first time that this "single package" deal had come up before the House. The major roadblock to statehood for both appears to be President Eisenhower's firm but unspecific opposition to statehood for Alaska, and the Senate's refusal to consider statehood for one apart from statehood for the other.

-- John J. Gunther,
Americans for Democratic Action.

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In other words, the Constitution does permit an invasion if the authority to do so is exercised on a specific warrant issued for probable cause, and describing the place to be searched and the persons or things to be seized.

The prohibition against general warrants has rich meaning in the light of the early American experience. In our Colonial history, general warrants (in the form of writs of assistance) were issued authorizing officers to enter, in their discretion, suspected places, and search for goods. Of this, James Otis, in 1761, said, "the worst instrument of arbitrary power, the most destructive of English liberty and the fundamental principle of law, that ever was found in an English law book" is this placing of "the liberty of every man in the hands of every petty officer."

The basic question is whether we can limit the direct invasion of one's privacy resulting from tapping wires by the provisions of the Fourth Amendment.

The police officer before tapping should be limited in this power the same way he is limited before searching one's home. He should be given only a warrant that is specific as to the names of places, persons, and things to be searched and seized.

In essence, the very nature of wiretapping is violative of the Fourth Amendment, because any order to tap in effect becomes a general warrant. The very dragnet feature of wiretapping makes it impossible to prescribe beforehand the limits of personal invasion.

Of course, this viewpoint was rejected by the Supreme Court as far back as 1928 in the now famous Olmstead Case. The Court held wiretap evidence was not violative of the Fourth Amendment.

In 1934, Congress passed a law (Section 605 of the Federal Communications Act) which prohibited anyone, unless authorized by the sender, to intercept a telephone message; and said further that no person shall divulge or publish the message or its substance to any person. The intent of Congress in passing this statute was considered by the Supreme Court in Nardone vs. U.S. when it said:

> "Congress may have thought it less important that some offenders should go unwhipped of justice than that officers should resort to methods deemed inconsistent with ethical standards and destructive of personal liberty. The same considerations may well have moved Congress to adopt Section 605 as evoked the guaranty against practices and procedures violative of privacy, embodied in the Fourth and Fifth Amendments of the Constitution."

However, since 1941, on the authority of a memorandum supplied by President Roosevelt, the Government has taken the view that the 1934 law does not prevent it from tapping if it does not divulge the information to anyone outside of government.

* * * * * * * * *

Hearings Highlight Security Areas that Need Study

The report of the Senate Government Operations Sub-Committee which recently terminated hearings on S. J. Res. 21, sponsored by Senators Hubert Humphrey and John Stennis, and providing for a Commission to inquire into the various security programs, is expected to be issued before the end of this month.

Testimony before the sub-committee, which was chaired by Senator Humphrey, highlighted the following points of study that could properly be handled by a Commission:

1) There is a growing need for the granting of hearing rights to applicants. Presently such a hearing is being granted to applicants by the Atomic Energy Commission. The need for the applicant to be confronted with derogatory information in his file is greater now because of the further uses his file might be put to, with the increasing extension of the security program to fields of work other than Government employment.

2) There is considerable feeling that the right to confront and cross-examine informants who are not F. B. I. agents or under-cover agents would help establish greater fairness, without harming our security.

3) Many feel there is a decisive need for centralized review authority to oversee the fairly autonomous work of security officials in the various agencies.

4) A number of witnesses expressed concern that the Employee Security Program was being indiscriminately extended to non-sensitive positions. Thisss could lead to real harm to our security because of the needless exhaustion of our investigative resources.

Defense Department Makes Two Changes

Meanwhile, there have been two significant recent changes in Defense Department practices. Early in May, the Department rescinded its requirement that college students enrolled in basic training courses of the Reserve Officers Training Corps swear that they were not members "of any organization listed by the Attorney General as 'subversive'", did not attend any meeting or social activity sponsored by these organizations, distribute their literature, or give them any other form of aid. The oath was dropped in favor of a positive affirmation of loyalty and allegiance and defense of the Constitution of the United States against all enemies, after the American Civil Liberties Union had written the Defense Department that the former requirement presented a danger both to education and to democracy, by giving the government control of "education and ideas and associations without that control having any reasonable relationship to national security."

The so-called "stool pigeon" question was dropped from the Defense Department's industrial security questionnaire, used in the civilian counterpart of the Federal employee loyalty program, in late April. An employee who answered "yes" to the question -- "Are you now associating with, or have you within the past five years associated with, any individuals, including relatives, who you know, or have reason to believe, are or have been members of any of the organizations (on the Attorney General's list) within the past five years?" -- was required to list the names of any friends or relatives he thought might be implicated.

This question was cited by former Senator Harry P. Cain of the Subversive Activities Control Board, in his speech at the Clearing House conference in March, as "establishing an informer system."

-- Irving Ferman,
American Civil Liberties Union.

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NOTES ABOUT ORGANIZATIONS

Study of Our Constitution and Guarantees of Freedom Is Program Suggestion of National Council of Catholic Women

The Committee on Legislation of the National Council of Catholic Women, in issuing program suggestions for the coming year, 1955-56, is suggesting to its affiliated groups study of the natural law, the American Constitution, Bill of Rights, and constitutional guarantees of freedom. This material will go to its 20 affiliated national organizations, 14 state groups, 93 archdiocesan and diocesan councils, and approximately 9400 local organizations.

In March, 1955, Monthly Message, the N. C. C. W. Committee on Legislation had a page devoted to the background and importance of jury duty in preserving human rights and freedoms. It also tabulated the States and Territories that require jury duty from all qualified persons and those that provide for voluntary or optional service by women, and noted that in Alabama, Mississippi, South Carolina and West Virginia women are still barred from jury service.

-- Irma Piepho,
National Council of Catholic Women.

Freedom Agenda -- A Going Concern

At the rate local Freedom Agenda projects are setting up committees and making plans for city-wide discussion groups, a good cross-section of the nation should be involved in discussing our basic constitutional liberties by next Fall. Some energetic communities have already completed their neighborhood discussion series. Other projects have been working for some time making plans, still others will make their preparations during the Summer months.

To get this grass-roots educational program underway, regional conferences were recently held in fourteen population centers scattered throughout the nation. Each conference was attended by representatives of many different organizations, with St. Louis topping the list with 67 organizational representatives.

Local chapters of the following organizations were represented at three or more of the conferences: Adult Education Assn., AAUN, AAUW, American Civil Liberties Union, American Friends Service Committee, American Library Association, B'nai B'rith (and its Anti-Defamation League, and B'nai B'rith Women), Catholic Daughters of America, Chamber of Commerce, CIO, DAR, Junior League, Girls Scouts, Hadassah, League of Women Voters, Methodist Church-Women's Division of Christian Service, National Conference of Christians and Jews, National Council of Churches - Department of United Church Women, National Council of Jewish Women, National Federation of Business and Professional Women's Clubs, PTA, and YWCA. Local public libraries were also represented at many conferences.

Most of the conferences had at least one or more participants who could describe projects which were well underway, including "pace-setter" communities such as Wellesley, Mass., Detroit, Michigan, Pasadena, Calif., Park Forest, Ill., Canton, Ohio, and New Orleans, La.

Detroit's careful and thorough plans for a community-wide project indicated what can be done in a large city. Cities such as Pasadena which have already suffered through an individual liberty crisis have found that their citizens were

quite receptive to a FAP project. A project seemed equally appropriate for cities in areas where the very word "discussion" is controversial (Canton, Ohio), and in cities where the citizens consider themselves to have sane and normal attitudes toward individual liberty (Dayton, Ohio).

What They Did in Wellesley, Mass.

One of the best ways to see what can be in store for other communities is to take a look at how one of the "early starters" went about organizing its program:

February 24 was the "kick-off" of the Wellesley, Mass. discussion series. Between 400 and 500 people gathered at the Junior High School Auditorium to hear a short address by Saville R. Davis, American News Editor of the Christian Science Monitor. Afterwards the audience met in pre-formed groups in the classrooms of the school, each with a moderator, for a discussion of the Freedom Agenda pamphlet, "Freedom of Speech and Press," by Zechriah Chafee. Succeeding discussions were held in private homes at 2-week intervals and were based on other FAP pamphlets. These discussion groups had been organized in every precinct in the town in advance of the first meeting. The attendance stayed at approximately at the same level throughout the discussion series.

The weeks and months of organization and planning for this discussion series were handled by a project committee made up of 20 leading citizens of all ages, religions, professions, backgrounds and sections of town (6 women, 14 men). Sponsors were also chosen including 20 leading educators, clergy, and heads of organizations. A project subcommittee used voting lists and personal knowledge to set up discussions groups. Five or six key couples were asked in each precinct to organize groups. These in turn contacted 20-30 people each.

A sub-committee suggested for moderators a "pool" of names from personal knowledge. Out of this "pool", 30 were willing to serve, including scientists, economists, historians, philosophers, lawyers, businessmen, etc. One evening meeting was held for material, instructions and discussion of techniques and was led by a professional teacher of group dynamics at Tufts College.

Good publicity was given in local paper including an editorial front-page article and a picture of moderators the day the Forum opened; articles in the Christian Science Monitor; spot announcements on radio stations; posters in strategic spots throughout town; mimeographed announcement-invitations to over 50 organizations (also personal contacts) in town; reminders in church bulletins; announcements from pulpits; and a front-page advertisement in the local paper.

Freedom Agenda guides and pamphlets can be ordered directly from Freedom Agenda Program, Carrie Chapman Catt Memorial Fund, 164 Lexington Avenue, New York 16, New York.

-- Martha T. Mills,
League of Women Voters.

Deposits of Approximately $250,000 Are Now
On Hand for Loans to "Credit Squeeze" Victims

Approximately a quarter of a million dollars has been deposited with the Tri-State Bank of Memphis, Tenn., as a result of the National Association for the Advancement of Colored People's campaign to build the bank's deposits to enable it to expand its loans to Mississippi Negro farmers, home-owners, business and professional men who have been the victims of a "credit squeeze" by some white

financial institutions in Mississippi. The credit cut-off, instituted against NAACP members and others in Mississippi because of their pressure for the right to vote and for compliance with the Supreme Court's anti-segregation ruling, had resulted in threats of mortgage foreclosures and denial of financing for agricultural and business projects. the NAACP's aim in appealing for deposits with Tri-State has been to provide a source of funds for loan to good credit resks who are victims of this economic pressure.

* * * * * * * * *

Observance of May 17 -- the date of the Supreme Court's historic decision outlawing public school segregation -- as "Freedom Day" is beginning this year on the decision's first anniversary, with celebration throughout the Nation by local units of the National Association for the Advancement of Colored People. It is the organization's hope and belief that in the future observance of the date will grow to be nation-wide.

-- J. Francis Pohlhaus,
Counsel, Washington Bureau,
National Association for the
Advancement of Colored People.

Community Project Emphasizes the Public Library As a Force for Preserving and Extending Freedom

In March of this year the National Council of Jewish Women, in cooperation with the Young Women's Christian Association, the United Church Women and the National Council of Negro Women, launched a community project to stimulate interest in and concern for the public library as a force for the preservation and extension of freedom. Three main activities are suggested:

1. To analyze and discuss the nature of intellectual freedom and "freedom to read" and their implications for democratic life in the United States.
2. To examine the way in which the public library contributes to the development of a free society.
3. To develop better understanding of the relationship of the library to the community as a whole with particular reference to what the community can do to build a more effective library program.

The objectives of the community program are: 1. To promote discussion in the community on freedom to reach and freedom of inquiry. 2. To spearhead a publicity program to increase knowledge about the library and to encourage its use. 3. To carry out a program of library improvement.

Support for the project by the American Library Association is expressed in the following statement made by Mr. David H. Clift, Executive Director: "EXTENDING INTELLECTUAL FREEDOM; THE ROLE OF THE PUBLIC LIBRARY" proposes a community project that is both imaginative and practical. It aims at achieving a better understanding of intellectual freedom and a closer community relationship with the public library. Librarians will welcome this opportunity to work with the sponsoring organizations in a project which can have such real benefits. The American Library Association will be happy to give its enthusiastic support to the program."

A detailed description of the project is embodied in the pamphlet "EXTENDING INTELLECTUAL FREEDOM; THE ROLE OF THE PUBLIC LIBRARY" available from the National Council of Jewish Women, Inc., 1 West 47th Street, New York 36, N. Y. Price 15¢.

-- Olya Margolin,
National Council of Jewish Women.

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TRUE FAITH AND ALLEGIANCE -- An inquiry into methods of education for human brotherhood and understanding, prepared for a special committee by Dr. Harold Benjamin, then Dean at the University of Maryland. The book's title is taken from the oath administered to members of our Armed Forces. 104 pages, 50¢ a copy, from the National Education Association's Defense Commission (see above).

YOU -- YOUR TOWN -- YOUR WORLD -- This handbook on building support at the community level for the Declaration of Human Rights outlines suggested programs and cites examples of successful work for equal educational opportunities, non-discrimination in housing, and related areas. 34 pages, 25¢ a copy from the Conference Group of U. S. Organizations on the United Nations, 45 East 65th Street, New York 21, N. Y.

THE TOWN THAT SURRENDERED TO HATE -- This is a reprint of Selwyn James' Redbook article describing how Bryant Bowles moved into Milford, Del., and encouraged and led the community to fight the Supreme Court's school integration ruling. $3.00 a hundred, from the American Jewish Committee, 386 Fourth Ave., New York 16, New York.

IMMIGRATION LAWS OF THE UNITED STATES by Frank L. Auerbach, Special Assistant to the Director, Visa Office, Department of State. A text book integrating statutes, regulations, administrative practices, and leading administrative decisions, with a comprehensive index, citation guide and bibliography. This 380-page volume will be kept current by pocket supplements. $8.00; Bobbs-Merrill Co., Inc., 730 North Meridian St., Indianapolis 7, Indiana.

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ALAN BARTH

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•

Executive Director
MARY ALICE BALDINGER

JUL 13 1955

gem passed like chip to take action on this as he (chp) wishes.

July 11, 1955.

Mr. George Mitchell,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear George Mitchell:

Do you remember the Memo on School Integration that Irene Osborne, Maggie Garrity, Phil Lerman and Olya Margolin did for the Clearing House? (I'm attaching a copy, in case you don't.)

Well, we have encountered a really surprising demand for it, with the result that the Fund for the Republic is financing a third reprinting.

This means that we will have another 1000 copies to distribute without charge. We are of course anxious to see them go where they can do the most good.

So if you could use any more (I believe you ordered 100 from our first printing, for which we had to charge people) please let me know, and I'll be glad to send down as many as you like, free. Or would you like to have some sent to any of your local offices? You were so helpful with good advice to us on preparing the thing, I want to see that you have first call on these extra copies.

All the best,

Sincerely,

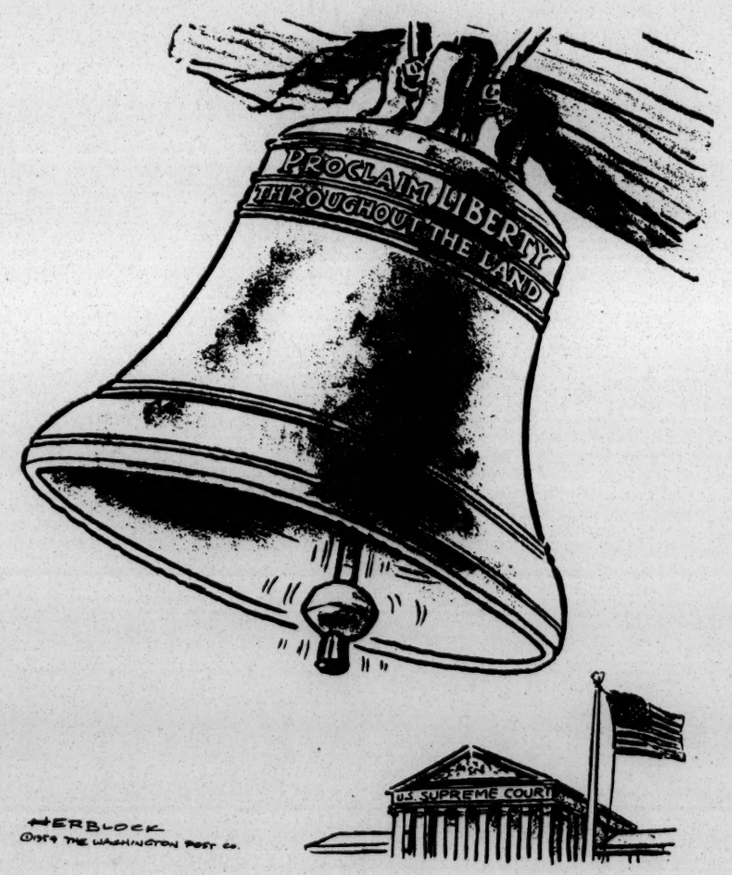
Mary Alice

Mary Alice Baldinger,
Executive Director.

A MEMO ON SCHOOL INTEGRATION

Steps in Implementing the Supreme Court's Decision

School Bell



Prepared for the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

by a Panel on School Integration:--

Irene Osborne, American Friends Service Committee, Chairman

Philip Lerman, Anti-Defamation League of B'nai B'rith

Margaret Garrity, Catholic Conference on Industrial Problems

Olya Margolin, National Council of Jewish Women

Mary Alice Baldinger, National Civil Liberties Clearing House, Secretary

A MEMO ON SCHOOL INTEGRATION

"Today, education is perhaps the most important function of state and local governments. Compulsory school attendance laws and the great expenditures for education both demonstrate our recognition of the importance of education to our democratic society. It is required in the performance of our most basic public responsibilities, even service in the armed forces. It is the very foundation of good citizenship.

". . . We conclude that in the field of public education the doctrine of 'separate but equal' has no place. Separate educational facilities are inherently unequal."

-- From the Supreme Court's Decision of May 17, 1954.

* * * \

School authorities will do well to take leadership in building a constructive program of desegregation. The stable elements in the community will welcome such leadership and will give it whole-hearted support.

Establishing Policy

It is most important to establish a clear and concise policy, one which will be understandable to everyone. The policy should affirm the principle of non-discrimination in the conduct of school affairs. However it may be worded, the basic plan should specify that both pupil assignment and personnel handling should be carried out without regard to race. A statement of conviction is a sound idea. As an example of what one community has done, the policy statement of the District of Columbia Board of Education, adopted May 24, 1954, is here cited:

> In the light of the decision of the Supreme Court of the United States in Bolling v. Sharpe, the Board of Education of the District of Columbia, believing it to be in the best interest of all citizens of the community of Washington, and necessary to the effective administration of an integrated system within the public schools, hereby adopts the following declaration of policy:
>
> 1. Appointments, transfers, preferments, promotions, ratings, or any other matters respecting the officers and employees of the Board shall be predicated solely upon merit and not upon race or color.
>
> 2. No pupil of the public schools shall be favored or discriminated against in any matter or in any manner respecting his or her relationship to the schools of the District of Columbia by reason of race or color.
>
> 3. Attendance of pupils residing within school boundaries, hereafter to be established, shall not be permitted at schools located beyond such boundaries, except for the most necessitous reasons or for the public convenience, and in no event for reasons related to the racial character of the school within the boundaries in which the pupil resides.
>
> 4. The Board believes that no record should be kept or maintained in respect to any pupil not enrolled in a public school on or prior to June 17, 1954, or in respect to any officer or employee not employed within the system on or prior to that date in which information is solicited or recorded relating to the color or race of any such person.
>
> 5. That the maximum efficient use shall be made of all physical facilities without regard to race or color.
>
> In support of the foregoing principles, which are believed to be cardinal, the Board will not hesitate to use its full powers. It is pledged to a complete and wholehearted pursuit of these objectives.
>
> We affirm our intention to secure the right of every child, within his own capacity, to the full, equal and impartial use of all school facilities, and the right of all qualified teachers to teach where needed within the school system. And finally, we ask the aid, cooperation and goodwill of all citizens and the help of the Almighty in holding to our stated purposes.

Pupil Assignment

In order to make desegregated pupil assignments, the city can be re-zoned on a geographic basis without reference to the race of the child. The new zones should be drawn in such a way as to make maximum use of facilities. Efficiency and economy will be the natural results. If racial prejudice or antagonism to integration are allowed to dictate school assignment, policy becomes difficult or impossible to enforce, placing school officials in an untenable position. For these reasons, a liberal transfer policy is unwise.

When boundary lines are drawn on a geographic basis, results will vary in different communities, depending on the pattern of housing. Where there is considerable residential segregation, it may be inevitable that some schools of only one race remain. On the other hand, the practice of gerrymandering may be used as a device to avoid integration. Citizens should be aware of this as a threat to a positive program.

Details will need specific planning in each community. In some cases there are inadequate school buildings which should be abandoned and pupils reassigned elsewhere. Where two schools are close together, they may be combined as one school, with lower grades in one building and upper grades in the other. Often there are special institutions which can be merged at once (e.g. teacherscollege, technical school, or facilities for the handicapped).

There are, of course, some school systems which do not use a plan of enforced districting, or which have secondary schools specialized on a curricular basis. Whatever system is used, the rules should apply without regard to race.

Staff Integration

Integration of teachers should take place along with integration of pupils. Teachers should be hired and promoted on the basis of merit, and placed according to the needs of the system, irrespective of the race of the teacher or the student. There are numerous instances of interracial staffs around the country, and many where the staffs were integrated along with pupil integration. Personnel-wise, it is the soundest policy, since it insures the best qualified person for each job. With the nation-wide shortage of teachers severe as it is, the South cannot adequately staff its schools without the services of Negro teachers. Staff integration is therefore indicated both for the needs of the schools and out of fairness to Negro teachers.

Meeting Opposition

One of the questions most often asked is how to handle cases of outright resistance, such as the student strikes which occurred in a few cities. The best answer is provided by the experience of cities which have met the problem. It is notable that in Baltimore and Washington, the strikes were short-lived and met with no success. In those cities, school officials, police and press took a firm stand against the demonstrations, reaffirming policy and opposing the tactics of the strikes. Social action, religious, and welfare groups organized quickly to defend the integration policy. This is in contrast to the story in Milford, Delaware, where the state authorities hesitated and backed down, and no community organizations came to the rescue. The result was a long period of trouble. The lesson is clear that success depends on a firm and positive stand.

Public Relations

School authorities should give special attention to public relations at the time of desegregation. To do a good reporting job, press representatives need ample factual material as well as some interpretation of what the schools are trying to do.

A school administrator who does a careful and honest job of working with the press will find that it pays dividends in terms of public understanding and good will.

The school program should likewise be interpreted to city officials, police, and leading community agencies. Conferences with the chief of police are particularly advised, so that the police will be fully aware of a responsibility to act impartially and in the interest of law and order at all times.

CITIZENS CAN HELP

Part of the American belief is the right of every child to an education, an education which will meet his needs as a person and which will be available to him regardless of his financial resources. Out of this belief grew our public and private school systems. Our money has built and maintained our schools. Our money and time must still be given if we wish to continue a solid program of education. The schools are ours, and the responsibility of keeping the schools is ours.

Today more than ever before it behooves us to make known our interest to our local and state officials so they can discharge honorably the responsibilities with which we, the citizens, have entrusted to them. They cannot know our desires unless we tell them what we want.

We must have now a positive program of study and action to safeguard our schools and to insure an orderly transition period from segregation to de-segregation - a transition period which will be a pleasant experience for our children and not one which will be harmful to them.

This is not the goal of just one or two or a few of us. This is the goal of almost everyone in every community. It needs serious consideration. Talk to your friends, your neighbors. Their interest in preserving the schools is the same as yours. See to it that your voices are heard. You make up the bulk of your community. Now your voice must be heard if your community and your schools are to serve their true purpose.

To be heard you must talk together, meet together, learn together how your schools and community are managed. You will want to become better acquainted with your community and the people who make up your community: work with the organized segments of your hometown. Learn with the churches, the synagogues, the schools, the civic clubs, the community centers, the professional associations and fraternal organizations what your major school problems are.

Study the strengths and weaknesses of your school system. Discover how the system is organized and financed. What is the employment status, the tenure and the qualifications of Negro and white teachers? What is the proportion of Negro and white teachers? Of Negro and white students? What are your school boundary lines and how are they determined? Are the citizens kept informed of the planning of the school board? Are Negro and white teachers meeting separately or together to work out their problems?

Learn the practice and policy of other state and city organizations, e.g. libraries, hospitals, employment offices, colleges and universities. What is the official attitude and practice of church groups, civic associations and other institutions in your community in regard to desegregation?

After you have acquired the factual information which bears on a program of desegregation, talk with your responsible officials so that together you can

arrange an orderly desegregation of the schools. Be prepared to make some recommendations about how the process should be carried out. Urge other outstanding citizens in your area to do likewise. Encourage the organizations already established to do the same. Work with the press, so they can help to build an informed citizenry. Encourage widening segments of the community to give serious thought to the subject.

AND IN CONCLUSION

What, then, do we know about the job ahead of us? What guideposts are available to give the citizen a sense of sureness about what he is doing? By way of summary, we offer here a few of the conclusions which emerge from the record of experience.

1. Experience in desegregation of schools has been extensive in recent years, demonstrating that the job can be successfully accomplished, contributing to better schools and more democratic communities.

2. Desegregation should begin with official adoption and announcement of a policy of non-discrimination, affecting both pupil assignment and personnel action.

3. Opposition can be effectively met by a firm and positive stand. Constructive elements of the community can and should be organized in support of a forthright policy.

4. Desegregation is a responsibility not only of school officials, but of all citizens who have an interest in a good school program.

5. Citizens can help by taking the lead in study and planning, by making their views known to the public and to the responsible officials.

6. In every community, there are resources that can be tapped for help in doing the job, resources in terms of people, organizations, and specialized services.

7. Problems do not solve themselves. People solve problems. In the words of Arnold Toynbee, "We cannot just fold our hands and let history rip." The problems we are facing are, in fact, human problems which human beings can and will solve.

Those who believe in the American concept that all men are created equal and therefore entitled to equal protection of the laws should now assume their citizenship responsibilities by actively participating in the implementation of the Supreme Court Decision -- the law of the land. The economic, political and social wellbeing of our nation and its communities depends on an intelligent and informed citizenry. An adequate education for all children is, therefore, essential. Those who have faith in our Nation and its people welcome the opportunity to take a step forward in democratic living.

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* * * * SOME SELECTED GROUPS WORKING IN THE FIELDS OF INTEGROUP EDUCATION * * * *

(Write national office for address of local affiliate and for resource material and audio-visual aids.)

Adult Education Association
Malcolm S. Knowles,
Administrative Coordinator
743 North Wabash Avenue
Chicago 11, Illinois

American Camping Association, Inc.
Mr. Chancey Paxson, Chairman,
Intercultural Committee
American Camping Assn., Penns Park
Bucks County, Pennsylvania

American Federation of Labor
Boris Shishkin
901 Massachusetts Ave., N. W.
Washington 1, D. C.

American Friends Service Committee
Richard K. Bennett, Secretary,
Community Relations Program
20 South 12th Street
Philadelphia 7, Pennsylvania

American Jewish Committee
Mrs. Dorothy M. Nathan
386 Fourth Avenue
New York 16, New York

American Jewish Congress
David W. Petegorsky,
Executive Director
15 East 84th Street
New York 28, New York

American Nurses' Association
Miss Grace E. Marr,
Assistant Executive Secretary
2 Park Avenue
New York 16, New York

Anti-Defamation League of B'nai B'rith
Oscar Cohen, Director,
Program Division, A.D. L.
212 Fifth Avenue
New York 10, New York

Association for the Study of
Negro Life and History, Inc.
Albert N. D. Brooks,
Secretary-Treasurer
1538 9th St., N. W.
Washington, D. C.

Boy Scouts of America
J. A. Brunton, Jr., Director,
Division of Relationships
National Council, B.S.A.
New Brunswick, New Jersey

Catholic Committee of the South
Very Rev. Maurice Shean,
c/o The Oratory
Rock Hill, South Carolina

Catholic Interracial Councils
George K. Hunton, Exec. Secretary
20 Vesey Street
New York 7, New York

Congress of Industrial Organizations
(Civil Rights Committee)
George L-P. Weaver, Director
718 Jackson Place, N. W.
Washington 6, D. C.

Girl Scouts of the United States of America
Mrs. Besse Kranz, Advisor on Inter-group
Relations, Community Relations Division
155 East 44th Street
New York 17, New York

National Association for the Advancement
of Colored People
Henry Lee Moon, Dir. of Public Relations
20 West 40th Street
New York 18, New York

National Association of Intergroup
Relations Officials
John Field, Executive Secretary
565 North Erie Street
Toledo 2, Ohio

National Catholic Welfare Conference
Rt. Rev. Msgr. Frederick G. Hochwalt
Department of Education

Miss Margaret Garrity
Office of Race Relations
1312 Massachusetts Ave., N. W.
Washington 5, D. C.

National Community Relations Adv. Council
Isaiah M. Minkoff, Executive Director
9 East 38th Street
New York 16, New York

National Council of Catholic Women,
Miss Irma Piepho
1312 Massachusetts Ave., N. W.
Washington 5, D. C.

National Council of Churches
(Dept. of Racial & Cultural Relations)
Dr. J. Oscar Lee, Executive Director
297 Fourth Avenue
New York 10, New York

National Council of Jewish Women
Mrs. Elsie Elfenbein, Exec. Dir.
1 West 47th Street
New York 36, New York

National Council of Negro Women
Mrs. Wm. Thomas Mason,
National President
1318 Vermont Ave., N. W.
Washington 5, D. C.

National Council of Y.M.C.A.'s
Leo B. Marsh
291 Broadway
New York 7, New York

National Education Association
William G. Carr, Exec. Secretary
1201 16th Street, N. W.
Washington 6, D. C.

National Jewish Welfare Board
S. D. Gershovitz, Exec. Vice President
145 East 32nd Street
New York 16, New York

National Social Welfare Assembly
Robert E. Bondy, Director
345 East 46th Street
New York 17, New York

National Urban League
Lester B. Granger, Exec. Director
1133 Broadway
New York 10, New York

Southern Regional Council, Inc.
Dr. George S. Mitchell,
Executive Director
63 Auburn Ave., N. E.
Atlanta, Georgia

Y. W. C. A.
Publication Services
600 Lexington Avenue
New York 22, New York

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5. JOURNAL OF NEGRO EDUCATION, Summer, 1954, Vol. XXIII. Fourteen articles on history of integration and current problems.

6. McCULLOCH, MARGARET C., "Integration: Promise--Process--Problems," Nashville, Tenn.; (Fisk University, Race Relations Dept., American Missionary Assn., 1952, pp. vi-77) Deals with integration in the various fields where segregation now exists. Contains basic statements which apply specifically to educational integration.

7. "Questions & Answers: The Schools and the Courts." Atlanta, Ga. (Southern Regional Council, 1953, p. 16) Explains how question of integration was brought to the fore by appeals to the courts; summarizes principal arguments advanced for and against segregation and points out the changes that are likely to take place in the schools depending on what the Court decides.

8. "Segregation and the Schools," New York, (Public Affairs Pamphlet No. 209, 1954, 30 pp.) Summarizes the Ashmore report, "The Negro and The Schools." Will be particularly useful for brief orientation to facts in the situation.

9. WILLIAMS, ROBIN AND MARGARET W. RYAN, "Schools in Transition," (University of North Carolina Press, November 20, 1954)

10. "Southern School News," issued periodically by the Southern Educational Reporting Service, 1109--19th St., South, Acklen Station, Nashville, Tenn. Set up especially to report factually and objectively on integration education. Free copies on request.

11. GRAMBS, JEAN D., "Education in a Transition Community," (National Conference of Christians and Jews, 1954, 124 pp.) A compendium designed to assist community organizations and leaders in preparing for school integration.

12. "Resource Units on Intergroup Relations - Desegregation in the Public Schools." (Anti-Defamation League of B'nai B'rith, 1954, 4 pp.) A resource unit for teachers and community leaders, listing material and education ideas to assist in preparing the school and community for integration.

* * * \

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet on SEP 20 1955

WEDNESDAY, October 5 -- 2 to 4 o'clock

at THE WASHINGTON POST'S COMMUNITY ROOM

1515 L Street, N.W.

At this meeting -- which will be our opening session of the Fall season -- we will take up several subjects of major current interest. I hope that you can attend.

Mary Alice Baldinger,
Executive Director.

National Civil Liberties Clearing House

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(National Council of Churches)

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CIVIL RIGHTS
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(Americans for Democratic Action)
HUMAN RIGHTS
KATHERINE D. JANSSON
(American Association for the United Nations)

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Executive Director
MARY ALICE BALDINGER

X

December 2, 1955.

Dr. George Mitchell,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

DEC 5 1955

Dear George:

The Program Committee for our next Spring's conference on Civil liberties has asked me to thank you again, in their behalf, for your suggestions about Southern clergymen who might come to speak to us then. They intend to be guided entirely by your comments.

If anyone else comes into your head as a possible speaker, could you drop me a note about him?

I assume you get The Progressive, and have seen the good piece on your work by Vic Reinemer in the December issue.

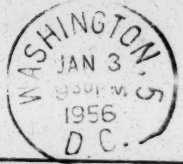
But in the light of what you have been through of late, I imagine you will take considerable issue (as I do) with Murray Kempton's "Lost-- One Scapegoat," in which he holds that the "new American Right" is a fading flower and that we are all cozily nestled together and rotting away in a dull and mediocre "dead center." I can't think that you feel either cozy or dull. My own theory is that the real depth of public acceptance of the ultra-reactionary theories that have dripped down from the top is just beginning to be seen. Mrs. Lee of the League of Women Voters is going to talk at the December 14 Clearing House meeting about the cevelcping pattern in attacks on private organizations. I think it ought to be pretty interesting.

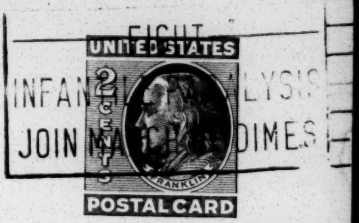
With best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.





THIS SIDE OF CARD IS FOR ADDRESS

Mr. George Mitchell
Southern Regional Council
63 Auburn Ave., N. E.
Atlanta, Georgia

?

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will hold its monthly meeting

WEDNESDAY, JANUARY 11 + + + 2 to 4 o'clock

1637 Massachusetts Ave., N.W.

CLARENCE MITCHELL of the NAACP will give us a special report on physical, economic and moral coercion and pressures in the South, based on his many visits to southern states since the school integration decision. There will also be discussion of other current issues. I hope you can attend.

Mary Alice Baldinger, Executive Director

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7 - 6300

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Executive Director
MARY ALICE BALDINGER

January 30, 1956.

To: Organizational Officers and Staff Members

Dear Friend:

The National Civil Liberties Clearing House invites you to attend its eighth annual CONFERENCE ON CIVIL LIBERTIES, which will be held on Thursday and Friday, March 22 and 23. The place will again be the Hotel 2400 in Washington.

Though 1955 brought an easing-off of some of the assaults that our constitutional liberties have suffered in recent years, it also brought the development of new attacks on freedom -- some of them subtle, some of them blatantly open and aggressive.

The Clearing House conferences offer associated organizations and other invited groups a yearly opportunity to come together for a wide-scale re-appraisal of the status of our individual rights and liberties, and of the problems that lie ahead as well as those we face today.

Eighty-nine agencies indicated their interest in the information-sharing program of the Clearing House on these issues by representation at our 1955 conference. We believe that this year's conference will bring together an even larger roster of outstanding organizations that feel the need for joint consideration of the protection of our constitutional guarantees of individual dignity and liberty, and for mutual inter-change and consultation.

The conference program and registration form will be sent you shortly. If there are others in your organization who should receive them, will you send us their names? Meanwhile, we hope that you will note and reserve the conference dates on your calendar.

Yours sincerely,

(Co-Chairmen, Conference Program Committee)

Leonard P. Aries

Leonard P. Aries, National Conference of Christians and Jews

Irma Piepho

Irma Piepho, National Council of Catholic Women

FBR

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

March 5, 1956

Dear Friend:

Enclosed is a copy of the preliminary program for the eighth annual Conference on Civil Liberties to be held by the National Civil Liberties Clearing House at the Hotel 2400 here on Thursday and Friday, March 22 and 23.

A registration form for the Conference is also enclosed. If your organization's representatives have not already been registered, we will appreciate your sending it in to the Clearing House office at your earliest convenience. And if you need extra copies of either the program or the registration blank, please let us know.

We look forward to having you join with us in inter-organizational study of the current status of our constitutionally-guaranteed rights and liberties, and of methods by which they may be re-affirmed and strengthened.

Sincerely yours,

E. F. Adams

Earl F. Adams,
Chairman

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director

Enclosures

RECEIVED FEB 25 1956

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

February 23, 1956

FR

To: Organizational Officer and Staff Members

Dear Friend:

We hope that your organization will be represented at the eighth annual Conference on Civil Liberties, to be held by the National Civil Liberties Clearing House at the Hotel 2400 in Washington on Thursday and Friday, March 22 and 23.

The program for the conference will be sent you shortly. Meanwhile, we are happy to say that among those who will be participating as speakers or panelists are: William F. Schnitzler, secretary-treasurer, AFL-CIO; Dr. Emanuel Piore, noted physicist; Alfred Friendly, managing editor of The Washington Post and Times Herald; Dr. Marie Jahoda of New York University's Research Center for Human Relations; Dr. Carl R. Pritchett of the Bethesda Presbyterian Church, former pastor of the Presbyterian Church of Anderson, S. C. -- along with a number of officers of organizations associated in the Clearing House.

Because community interest in issues of civil rights and liberties is increasing so rapidly, a number of organizations have already informed the Clearing House that they intend to invite members of their national boards, or representatives of their locals or chapters, to attend the conference in addition to their staff people.

For the convenience of these groups, and others which may also wish to select and register their representatives now, an advance registration form is attached.

The Clearing House conferences are open to associated organizations and other invited agencies and individuals. The office will send you extra registration froms on request. Or, if you wish to have conference invitations and forms go direct to other staff people or members of your organization, please send their names and addresses to the Clearing House office, which will be glad to comply.

Sincerely yours,

Helen Berthelot

Helen Berthelot, Communications Workers of America, AFL-CIO

Olinda Roettger

Olinda Roettger, Public Relations Dept., Lutheran Church-Missouri Synod

(Co-chairmen, Committee on Attendance and Credentials)

REGISTRATION FORM

National Civil Liberties Clearing House
1637 Massachusetts Ave., N.W.,
Washington 6, D.C.

Name and Address
of Organization .....

.....

will be represented by the following at the Eighth National Conference on Civil Liberties at the Hotel 2400, 2400 16th Street, N.W., Washington, D.C., on March 22 and 23, 1956. *Our check covering the registration fee of $5.00 per person, plus cost of meals checked below for each, is enclosed.*

NAME	ADDRESS	SPECIAL RATE-$13.00*	REGISTRATION FEE	DINNER MARCH 22	LUNCHEON MARCH 23

Reservations accepted only when accompanied by advance payment.

PLEASE MAKE CHECKS PAYABLE TO THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

Because of the necessity for guaranteeing the number of people at each meal, organizations are asked to send us their reservations as soon as possible.

SCHEDULE OF CONFERENCE CHARGES

Payment of $5.00 registration fee for each representative, and payments for dinner and luncheon reservations, must be made in advance. Cost of meals includes gratuity.

Dinner ..... $ 5.50

Luncheon 3.75

Registration 5.00

Registration for a single session, without meal ..... $ 1.50

* *Special rate* for entire conference, covering all items above **$13.00**

Organizations planning to be represented should make their own hotel reservations as early as possible.

National Council of the Churches of Christ
in the United States of America

DIVISION OF CHRISTIAN LIFE AND WORK
DEPARTMENT OF RACIAL AND CULTURAL RELATIONS

297 FOURTH AVENUE • NEW YORK 10, N. Y. • TELEPHONE ORegon 4-5000

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President

REV. ROY G. ROSS
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ALFRED S. KRAMER
Associate Executive Director

GENEVA R. JONES
Administrative Assistant

March 5, 1956

Dr. Fred Routh
Southern Regional Council
63 Auburn Avenue N.E.
Atlanta, Georgia

Dear Dr. Routh:

This is to confirm our telephone conversation with you in which you agreed to serve on the panel discussion on - The Current Situation in Desegregation of the Public Schools. We should like to have you deal with the situation on a South-wide basis.

You will note that the panel takes place from 10:15 a.m. - 12:30 p.m. on March 16th.

Let me thank you for your cooperation in this matter.

With all good wishes, I am

Cordially yours,

J Oscar Lee

J. Oscar Lee
Executive Director

JOL/eb
encl.

National Council of the Churches of Christ
in the United States of America
297 Fourth Avenue • New York 10, N. Y.

VIA AIR MAIL

SPECIAL DELIVERY

RECEIVED MAR 7 1956

Dr. Fred Routh
Southern Regional Council
63 Auburn Avenue N.E.
Atlanta, Georgia

FEDERAL INNER RECD
6 6 AM

Al Kramer - Oscar Lee

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

March 5, 1956.

Dr. Frederick B. Routh,
Southern Regional Council,
63 Auburn Ave., North East,
Atlanta 3, Ga.

Dear Fred Routh:

Since you're on our regular mail list, you will be getting a copy of the program for our conference, etc., through our mailing service, but I thought you might like to have a couple of extra copies; hence the enclosed.

You will note that no opening speaker is listed for the civil rights panel session. This is because the program committee was put in a hole by the Justice Department, which took two months to decide that they cannot make any public statements about the department's responsibilities in relation to civil rights. (Did you ever hear such nonsense?)

So , since we had to getthe program out, we went ahead without anyone in this spot. However, it will be filled before the conference -- I rather think by Congressman Kenneth Keating, the top Republican on the House Judiciary Committee. (Although personally, it seems to me that that panel is such a beauty that we could perfectly well get along without any official spokesman.) But I wanted you to have this explanatory note in case you might feel that you were being listed for a lot more than you had agreed to.

I hope that the title, Community Opinion and the Schools, is agreeable to you. Maggie Garrity (who sends you her best regards) and I figured that it would be purely impossible for you to talk about work in the communities <u>without</u> going into the school situations, so that was how we hit on it.

You will be getting any number of notes from me within the next two weeks. I hope they will be typed better than this one. And I'm looking forward tremendously to seeing you again and hearing you, too.

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

Miss M. A. Baldinger,
National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N. W.,
Washington 6, D. C.

March 6th, 1956.

Dear Miss Baldinger,

Your letter to Dr. George Mitchell concerning display material of civil rights literature has been referred to me. We are sending you, under separate cover, 150 copies of each of an issue of our magazine, New South; our publications list; and our promotion pamphlet on our publication Changing Patterns in the New South. We appreciate the opportunity to get some of our literature before the public through your organization.

Sincerely,

John Constable.
Information Service.

JC:rl.

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

RECEIVED MAR 2 1956

John Constably

Mr. George Mitchell
Southern Regional Council,
63 Auburn Ave., N.E.,
Atlanta, Ga.

Dear Mr. Mitchell:

The National Civil Liberties Clearing House is now completing plans for its eighth national Conference on Civil Liberties, to be held here March 22 and 23.

Arrangements are being made for display and distribution at the Conference of key pieces of literature in the areas of civil rights, civil liberties, intellectual freedom, international human rights, and related issues. We understand that your organization has issued some excellent materials, and we'd like to know whether you would like to have any of them brought to the attention of our conferees.

If so, we will appreciate your sending a maximum of 150 copies each of cost-free literature. We will not be able to undertake distribution of material for which a charge must be collected. However, if you have bibliographies of the publications you offer for sale, we will be glad to include these with the other literature.

We ask that your pertinent material be mailed so as to arrive on or before March 15, to --

National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Many people commented on the helpfulness of the interesting variety of literature presented at our 1955 Conference. We are glad to be of service in bringing your materials to the attention of this wide inter-organizational audience.

With gratitude for your cooperation,

Sincerely,
Edward F. Snyder
EDWARD F. SNYDER, Friends Committee on National Legislation,
Chairman, Committee on Literature.

Mary Alice Baldinger
MARY ALICE BALDINGER,
Executive Director

Feb. 29, 1956.

Mar 6, 1956
Tuesday

Dear Fred:

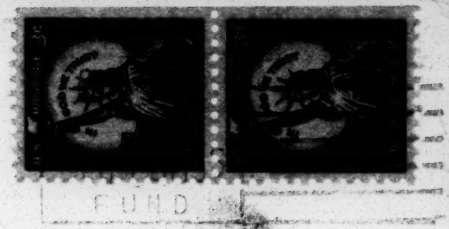
It was very nice to hear from you & I must admit I've been a little negligent in letter writing.

Actually New York, is New York is New York (as you well know) I must admit I haven't been doing too much outside of entertaining & being entertained by Insurance people. But I have somehow in a few cocktail parties on the side. One of them was very interesting, it was given by Alec Waugh (the author recently written up about 6 times in the New Yorker) who is a cousin of one of the other members of our group. Met quite a few authors & hangerons & must say their bohemian existance

is intriguing (to a point)
I'm sharing an apartment
with two others of the group,
which over-looks the east river,
It's fairly large + has a terrific
view but then it costs $150.00
a month.
I'm afraid I still haven't been
even close to financial stability
but I assure you I will
comply as soon as possible.
It sounds as if you have a
very terrific place + I'm sure
the gin + tonics are much
more delicious with the new
atmosphere. Please excuse my
handwriting as I'm laying
on the bed writing this.
Hope this finds you well
+ in good spirits, (its been
a long time since I have
qualified for the above) as ever
Bob

AIR MAIL

MA-4-4120



Mr Frederick B. Routh
c/o Southern Regional Council
63 Auburn Avenue N.E.
Atlanta 3, Georgia

Oct 19 -
(5th flr)

O. R Jones
97 Columbia Hgts
Brooklyn Hgts 1, New York

Mrs Wolfson - Grace's Grandmother

Lt. Jones -

Ed. 13
MO - 3 - 3446
FR - 4 - 12298

NINTH ANNUAL RETREAT FOR DENOMINATIONAL AND INTERDENOMINATIONAL SECRETARIES IN RACIAL AND CULTURAL RELATIONS

Seabury House — Greenwich, Connecticut — March 16-17, 1956

PROGRAM

Theme: Next Steps in Programming for Racial and Cultural Relations

FRIDAY, MARCH 16

10:00 - 10:15 A.M.	WORSHIP	Dr. Tollie Caution
10:15 - 12:30	The Reverend Emerson Smith, Presiding	
	PANEL DISCUSSION - The Current Situation in Desegregation of the Public Schools	Dr. Fred Routh Dr. Frank Loescher Dr. John Marion Rev. James McCain
1:00 - 2:15 P.M.	LUNCHEON	
2:30 - 4:00	The Reverend Ben Sissel, Discussion Leader Presby USA	
	DISCUSSION - The Task of the Churches in Achieving Desegregation and Integration in the Public Schools	
	1. What specific projects have been carried on by your denomination or council of churches?	
	2. What specific projects are being carried on by your denomination or council of churches?	
	3. What specific projects do you intend to carry on? Where? When? By whom?	
	4. What are your problems and handicaps other than lack of money?	
	5. What can we do better jointly? How?	
4:15 - 5:45	Miss Bernice Cofer, Presiding	
	New Steps in Programming for Racial and Cultural Relations	
	1. Actions of the Department of Racial and Cultural Relations	Rev. Galen Weaver
	2. Actions of the General Board, N.C.C.	Dr. J. Oscar Lee

FRIDAY, MARCH 16

	3. Reports of Denominations and Councils of Churches	
	DISCUSSION	
5:45 - 6:15 P.M.	Recreation	
6:30 - 7:30	Supper	
7:45 - 9:10	Miss Esther Stamats, Presiding	
	New Steps in Programming for Racial and Cultural Relations	
	1. Report of Interdenominational Committee for Cooperative Work in Racial and Cultural Relations	Dr. J. Oscar Lee
	2. Report on Institutes - 1955	Mr. A. S. Kramer
	3. Retooling Leadership Education	Mr. A. S. Kramer
	a. Plans for Institute - 1956	
	b. Plans for Promotion and Servicing Workshops - 1956	
	4. Nominations for Committee Membership	
9:15 - 9:45	WORSHIP	Rev. Galen Weaver

SATURDAY, MARCH 17

8:00 - 8:45 A.M	Breakfast	
9:00 -10:30	Dr. Moran Weston, Presiding	
	Christ, the Church and Race, June, 1957 - June, 1958	
	1. Plans of the Joint Commission on Missionary Education	Dr. J. Allen Ranck and Editors
	2. Plans of the Denominational Staff Council	Dr. Edwin Espy
	3. How do these relate to the plans of the Denominations and the Department of Racial and Cultural Relations?	
	4. Request that the General Board vote to make Christ, the Church and Race, the theme for the General Assembly in 1957	
	a. What form should the program take?	

SATURDAY, MARCH 17

5. Should there be an Interdenominational Literature Packet to supplement the Missionary Education publications?

10:30 - 11:15 A.M.	Evaluation of Retreat	Mrs. Muriel Webb
11:15 - 11:30	CLOSING WORSHIP	Dr. David Cory

****

NOTE: Please come prepared to make brief reports of information from your denomination or council of churches regarding the questions which appear on the program under the Friday afternoon and Saturday morning sessions.

The charge for overnight accommodations and luncheon and dinner on Friday and for breakfast on Saturday will be $8.00 per person.

Directions for Reaching Seabury House

Seabury House, the National Conference Center of the Episcopal Church, is located on Round Hill Road, just north of Merritt Parkway (exit #28) in Greenwich, Connecticut.

Greenwich may be reached by train in one hour from Grand Central Station by the New York, New Haven and Hartford Railroad. Below are listed three trains, all of which leave from the lower level of Grand Central Station:

Leave New York	Arrive Greenwich
7:31 a.m.	8:28 a.m.
7:55 a.m.	8:52 a.m.
8:28 a.m.	9:42 a.m.

The Round Hill Bus from the Greenwich Station passes in front of Seabury House. Taxicab are available and in taking a taxicab, ask for Seabury House, Round Hill Road.

7.B.R.

March 21, 1956.

1956 CONFERENCE SCHEDULE AND PERSONNEL

Thursday, March 22

1:00 p.m. -- Registration opens in the Palm Room

1:45 -- Earl Adams, Len Aries, and the speaker and panelists on civil right (cf. below) meet in the rear section of the Palm Room.

2:00 -- Earl introduces the Rev. Dr. Robert E. Van Deusen of the National Lutheran Council, who will give the invocation.

-- Next Earl opens the conference, welcomes the conferees, reads President Eisenhower's message; introduces --

-- Dr. Leonard P. Aries of the National Conference of Christians and Jews, who will be the chairman for this session. Len presents

-- The Hon. Kenneth B. Keating, of New York, who is the ranking Republican member of the House Judiciary Committee. Congressman Keating's topic is "Equality under Law : The Balance Sheet Today."

-- When Keating concludes, Len introduces the four panelists :

-- The Very Rev. Maurice V. Shean, chairman of the Catholic Committee of the South.

-- Dr. Carl R. Pritchett, pastor of the Bethesda Presbyterian Church.

-- Dr. Frederick B. Routh, associate director of the Southern Regional Council.

-- Clarence Mitchell, director of the Washington Bureau of the National Association for the Advancement of Colored People.

-- Len then calls on the panelists in the same order. They are to talk from 7 to 10 minutes each --

-- Father Shean, who spoke at the conference last year, on the changes in the climate of Southern opinion that have occurred since then.

-- Dr. Pritchett, who until last month was pastor of the Presbyterian Church of Anderson, South Carolina, on the church's responsibilities.

-- Dr. Routh, himself a former teacher, on Community Opinion and the Schools.

-- Clarence Mitchell, on the protection of individual rights.

-- Following the panel talks, Len asks those at the speakers table to open the discussion with questions or comments to each other. After that, he takes questions from the audience, asking the questioner to give his name and organization, and refers them either to the person they are addressed to or the one who raises his hand to answer.

5:00 -- At conclusion of conference discussion, Len calls on Earl, who closes the meeting, asking people to please arrive for dinner by 6:50, so it can be served promptly at 7. (Earl : Will you make some reference to the excellent material on the literature table -- no charge for any of it?)

THURSDAY DINNER MEETING

6:30 -- Registration opens.

6:50 -- Earl Adams, Phil Schiff, Senator Morse, meet in the rear section of the Palm Room.

7:00 -- Earl presents the Very Rev. Maurice V. Shean, chairman of the Catholic Committee of the South, who will give the invocation.

-- After dinner, Earl introduces a few people from the audience (Earl -- I will give you these names -- MAB) -- then those at the speakers table, finishing with

-- Philip Schiff, the Washington representative of the National Jewish Welfare Board.

-- Phil introduces Senator Wayne Morse, who will speak on "Who Guards Our Liberties?".

-- After Morse concludes, Earl first gives those at the speakers table a chance to make comments or ask questions; then he takes questions from the floor, asking each person to give his name and organization.

-- Earl closes the meeting with the request that everyone try to be seated a little before 10 o'clock Friday morning, so we can get started promptly on the subject of freedom of thought, speech and communication.

FRIDAY, MARCH 23 -- MORNING MEETING

9:30 -- Registration

9:45 -- Earl, Irving Ferman, Dr. Jahoda, and panelists meet in rear section of Palm Room.

10 -- Earl opens the meeting : introduces Irving Ferman, Washington director for the American Civil Liberties Union and the Clearing House vice-chairman on civil liberties. Irving is chairman for this morning's meeting.

-- Irving presents : Dr. Marie Jahoda, associate director of New York University's Research Center for Human Relations, whose subject is the morning's theme- "The Free Exchange of Ideas, and Present Restraints Thereon."

-- After Dr. Jahoda, Irving presents the panelists, each of whom will speak to this subject from the standpoint of his own professional knowledge (and each of whom should talk between 7 and 10 minutes) --

-- Dan M. Lacy, managing director of the American Book Publishers Council

-- Alfred Friendly, managing editor of the Washington Post & Times Herald

-- Dr. Emanuel R. Piore, noted physicist.

-- After the panel presentations, Irving asks the panelists for the first questions, to get discussion started; then takes questions from the floor, asking each questioner to give his name and organization, and referring them either to the person to whom they are addressed or the one who raises his hand.

-- At noon, Irving ends the meeting, asking people to be seated as soon as the tables are ready so lunch can be served promptly.

12:20 -- Earl, John Gunther, and panelists for the concluding session(cf.below) meet in the back of the Palm Room.

FRIDAY LUNCH

12:35 -- Earl Adams, Herman Edelsberg, Alan Barth, Rabbi Brickner and Mr. Schnitzler meet in the rear of the Palm Room.

12:45 -- Herman presents Rabbi Balfour Brickner for the invocation.

-- After lunch, Herman introduces the members of the Administrative Committee who are at the speakers table, and Boris Shishkin, director of the Civil Rights Committee of the AFL-CIO; concluding with the announcement that Alan Barth of the Washington Post & Times Herald, a founding member of the Clearing House Administrative Committee, will chair the luncheon session.

-- Alan introduces William F. Schnitzler, secretary-treasurer of the AFL-CIO, whose topic is "The apparent conflicts between freedom and the desire for security, as exemplified by the extension of loyalty-security programs into industry."

-- When Schnitzler concludes, Alan takes questions, asking that each person give his name and his organization; then Alan announces a five-minute break before we take up organizational activities for the protection of civil rights and liberties.

2:05 -- John Gunther, chairman of the concluding session, presents the members of the panel on "Seeking Solutions: Organizational Techniques for the Protection of Civil Rights and Liberties." (John -- In your opening remarks, please bear down heavy on the inter-relation between civil rights and civil liberties. The first two panelists will talk about issues in the area of civil rights, segregation and discrimination; the second two, on issues in the area of civil liberties and the protection of individual freedoms. -- MAB.)

-- Mrs. Jacob S. Cohen, of Richmond, Va., Council of Jewish Women. Mrs. Cohen is a member of the Council's State Legislative Committee, and has been chairman of legislation for a number of other organizations, as well as for the Council. She will talk about the Council's work and ideas on the Virginia school situation

-- Rev. Dr. J. Oscar Lee, chairman of the Department of Racial and Cultural Relations of the National Council of Churches; will describe the programs they are initiating.

-- Mrs. R. Golla, chairman of the Paramus, N.J., Freedom Agenda Project; on community work for education on civil liberties.

-- Benjamin Segal, trade union consultant to the Fund for the Republic. Ben is a former associate director of education for the National CIO; had a senior Fulbright fellowship in England and Europe in 1953-54; did five years of work in the South with the Textile Workers Union. Will talk on programs for civil liberties in the labor movement.

-- After the panel presentations, John asks the panelists for the first questions; then moves into audience questioning and participation. Idea is to get a development and comparison of different organizational problems and programs. Ask each person speaking from the floor to give his name and his organization's.

-- After discussion, John announces the conference summary, which will be given by

-- Our chairman, Dr. Adams; who closes the conference.

Mrs. Baldinger will be at a small table in the rear right-hand corner of the ballroom.

Wayne Morse

1. Substantative rights dependent upon procedural rights -

2. Fountain of procedural rights is U.S. Const.
(a Const'l liberal - seeks to bring all Const'l rights & liberties to all citizens)

3. Protection of procedural rights not sole province of Cts -
A - Congress - procedure of committees - debate -
B - Exec. Branch - Justice Dept; Dept of State -
Govt by secret dogma - gone too far in degree

Human Rts Committees. Marbury vs Madison Supt this is
Torch of Liberty must burn as brightly in Black homes as white homes.

Memo from : National Civil Liberties Clearing House
1637 Massachusetts Ave., N.W.,
Washington 6, D.C.

DUpont 7-6300

Dear Fred —

Thank you for agreeing to take part in the program at our Conference on Civil Liberties.

The program participants for the session on equality under law should meet a little before that part of the conference begins to talk over their presentations.

This meeting will be held in the rear section of the Palm Room at the Hotel 2400 at 1:45 o'clock on Thursday March 22.

I will look forward to seeing you at that time. It will help if you can be there promptly.

Also I'd appreciate your advice on these two questions :

1) Will we have any advance copies of your remarks for press use?

2) May we have any pertinent data for our chairman's use in introducing you ?

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

The Eighth Annual

National Civil Liberties Clearing House

Conference on Civil Liberties

MARCH 22 AND 23, 1956

Hotel 2400 **Washington, D. C.**

The Eighth Conference on Civil Liberties

The early days of 1956 threw a clear light on one sure lesson—that the vigilant defense of constitutional rights and freedoms is a continuing necessity.

There are wide contrasts today in the two basic areas of civil liberties and civil rights. The scales go up on one side, down on the other.

On the national level at least, there is strong evidence of the onset of a sober scrutiny of the present status of our historic concepts of due process of law. With the courts taking the lead, with conservatives and liberals joining together, with great national organizations speaking their convictions, there is a definite and steady re-assertion of the principles of liberty and justice that are the foundation of our democracy.

The question is, how deeply has our national philosophy been penetrated by the fear-inspired excesses of these years of the Cold War? To what extent has the urge for conformity altered the pattern of American thought? Will our States, our communities, our institutions, reflect our leaders' renascent concern for civil liberties?

And what of the other side of the coin—the citizen's right to live on a basis of equality in his country and in his neighborhood, without discrimination because of his race, his color, or his religion? If the return to respect for the law and the Constitution in matters of individual freedom has developed slowly, the departure from it in matters of individual equality has come upon us with terrifying rapidity. Resistance to the law has ranged, in some parts of the country, from delays and evasions, through intimidation of citizens who demand their legal rights, to violence—even murder. Daily, the forces of organized defiance grow more intransigent; the problems grow more acute.

In his memorable article, "The Law and the Future," Chief Justice Warren commented that the Bill of Rights is under "subtle and pervasive attack," and continued: "This attack comes not only from without, but from our own indifference and failure of imagination . . . The pursuit of justice is not the vain pursuit of a remote abstraction; it is a continuing direction of our daily conduct . . . We will pass on a better Bill of Rights or a worse one, tarnished by neglect or burnished by growing use."

This invitation to our Eighth Conference on Civil Liberties goes to all responsible organizations which are concerned with a re-affirmation of our constitutional guarantees of freedom, justice and equality, and which wish to come together for mutual consultation on how the Bill of Rights may be burnished more brightly, for today and for the future.

The National Civil Liberties Clearing House

. . . *is a voluntary association through which more than 60 national organizations share their knowledge, factual information and programs in the fields of civil liberties, civil rights, intellectual freedom and other human rights.*

. . . *is limited in both its continuing program and its annual conferences to the promotion of education and the exchange of information in these fields, and is in no sense an action organization, being prohibited by its constitution from adopting positions or making policy statements on any issues.*

. . . *aims in its Conferences on Civil Liberties to bring together representatives of its associated groups and other invited agencies for free, full and informed inter-organizational discussion and analysis of current issues, and for consideration of ways by which they may help to strengthen and preserve our constitutionally-guaranteed freedoms.*

Preliminary Program

Thursday, March 22

1:00 p.m.—Registration opens

2:00 p.m.—EQUALITY UNDER LAW: THE BALANCE SHEET TODAY

The South's Changing Patterns—Very Rev. Maurice V. Shean, *The Catholic Committee of the South*

The Responsibilities of the Churches—Dr. Carl R. Pritchett, *Bethesda Presbyterian Church*

Community Opinion and the Schools—Dr. Frederick B. Routh, *Southern Regional Council*

How Protect Individual Rights?—Clarence Mitchell, *National Association for the Advancement of Colored People*

Conference Discussion

7:00 p.m.—Dinner Meeting

"WHO GUARDS OUR LIBERTIES?"

—Senator Wayne Morse

Conference Discussion

Friday, March 23

9:30 a.m.—Registration

10:00 a.m.—THE FREE EXCHANGE OF IDEAS, AND PRESENT RESTRAINTS THEREON—DR. MARIE JAHODA, *Associate Director, New York University Research Center for Human Relations*

Panel Presentations ■ *Conference Discussion*

12:45 p.m.—Luncheon and Afternoon Sessions

THE APPARENT CONFLICTS BETWEEN FREEDOM AND THE DESIRE FOR SECURITY, AS EXEMPLIFIED BY THE EXTENSION OF LOYALTY-SECURITY PROGRAMS INTO INDUSTRY

William F. Schnitzler, Secretary-Treasurer, *American Federation of Labor and Congress of Industrial Organizations*

SEEKING SOLUTIONS : ORGANIZATIONAL TECHNIQUES FOR THE PROTECTION OF CIVIL RIGHTS AND LIBERTIES

Panel Presentations ■ *Conference Discussion*

CONFERENCE SUMMARY—Dr. Earl F. Adams, Chairman, *National Civil Liberties Clearing House*

5:00 p.m.—Adjournment

COMMITTEE FOR THE CONFERENCE PROGRAM

Conference Chairman — DR. EARL F. ADAMS

Co-Chairmen, Program Committee — DR. LEONARD P. ARIES AND IRMA PIEPHO

Executive Director — MARY ALICE BALDINGER

JULIA BENNETT, KENNETH BIRKHEAD, HERMAN EDELSBERG, IRVING FERMAN, JOHN J. GUNTHER, KATHERINE JANSSON, CLARENCE MITCHELL, PAUL SIFTON

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(American Civil Liberties Union)

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(Americans for Democratic Action)

HUMAN RIGHTS
KATHERINE D. JANSSON
(American Association for the United Nations)

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Secretary

ROBERT FRASE
(American Book Publishers Council)

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(Anti-Defamation League of B'nai B'rith)

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(National Conference of Christians and Jews)
SANFORD BOLZ
(American Jewish Congress)
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(Catholic Conference on Industrial Problems)
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CLARENCE MITCHELL
(National Association for the Advancement of Colored People)
VICTOR G. REUTHER
(Congress of Industrial Organizations)
PAUL SIFTON
(United Automobile Workers, CIO)
ALAN BARTH
ELEANOR BONTECOU

•

Executive Director

MARY ALICE BALDINGER

The following organizations were registered at the 1955 Clearing House Conference:

Amalgamated Clothing Workers of America—CIO
American Association for the Advancement of Science
American Association of Social Workers
American Association for the United Nations
American Association of University Professors
American Book Publishers Council
American Civil Liberties Union
American Committee for Cultural Freedom
American Council on Human Rights
American Ethical Union
American Federation of Labor
American Federation of Teachers—AFL
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Library Association
American Nurses Association
American Public Welfare Association
American Veterans Committee, Inc.
Americans for Democratic Action
AME Zion Church
Anti-Defamation League of B'nai B'rith
Association on American Indian Affairs
Baptist Joint Committee on Public Affairs
B'nai B'rith Women's Supreme Council
Brethren Service Commission
Catholic Committee of the South
Catholic Conference on Industrial Problems
Central Conference of American Rabbis
Church of the Brethren
Common Council for American Unity
Communication Workers of America—CIO
Congregational Christian Churches, Council for Social Action
Congress of Industrial Organizations
Congress of Racial Equality
Council of Chief State School Officers
Delta Sigma Theta Sorority
Evangelical & Reformed Church, Commission on Christian Social Action
Federation of American Scientists
Friends Committee on National Legislation
Friends Peace Committee
Fund for the Republic, Inc.
General Alliance of Unitarian Women
Girl Scouts of the U.S.A.
Government & Civic Employees Organizing Committee—CIO
Hadassah
International Union of Electrical, Radio and Machine Workers—CIO
International Union of Machinists—AFL
International League for the Rights of Man
Japanese American Citizens League
Japanese Ministry of Justice (observer)
Jewish Community Council of Greater Washington
Jewish War Veterans of the U.S.A.
League of Women Voters of the U.S.A.
Lutheran Church—Missouri Synod Department of Public Relations
Methodist Church, Women's Division of Christian Service
National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Deans of Women
National Association of Jewish Center Workers
National Catholic Welfare Conference
National Committee Against Discrimination in Housing
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Council on Agricultural Life & Labor
National Education Association NEA Defense Commission
National Farmers Union
National Federation of Temple Sisterhoods
National Housing Conference
National Jewish Welfare Board
National Women's Conference, American Ethical Union
Order of Sons of Italy in America
Protestant Episcopal Church, National Council
Southern Regional Council
Students for Democratic Action
Textile Workers Union of America—CIO
Union of American Hebrew Congregations
Unitarian Fellowship for Social Justice
United Automobile Workers of America—CIO
United Church Women
United Steelworkers of America—CIO
Washington Home Rule Committee
Women's Alliance, All Souls' Unitarian Church
Women's International League for Peace and Freedom

Conference attendance is limited to representatives of accredited organizations and invited individuals.

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

DUpont 7-6300

1637 Massachusetts Ave., N. W., Washington 6, D. C.

The Eighth Annual

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Conference on Civil Liberties

Report of the Conference Proceedings

I. Equality under Law: The Balance Sheet Today

II. "Who Guards Our Liberties?"

III. The Free Exchange of Ideas, and Present Restraints Thereon

IV. Apparent Conflicts between Freedom and the Desire for Security

V. Seeking Solutions : Organizational Techniques for the Protection of Civil Rights and Liberties

March 22 - 23, 1956 Washington, D.C.

Civil Liberties Bulletin No. 45

THE WHITE HOUSE

Washington

March 15, 1956

Dear Dr. Adams:

Please extend my greetings to those assembled for the eighth annual Conference on Civil Liberties of the National Civil Liberties Clearing House.

I am glad to know that this meeting will emphasize the importance of upholding the individual's right to equality under the law and of preserving individual liberty while safeguarding the national security. All of you have my best wishes for deliberations which will increase public understanding of these subjects and thereby increase public understanding of these subjects and thereby increase our capacity as a people to progress with wisdom and patience toward the attainment of the greatest possible measure of opportunity and freedom for all our citizens.

Dwight D. Eisenhower

Dr. Earl F. Adams,
Chairman,
National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N.W.,
Washington 6, D.C.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Eighth Annual

CONFERENCE ON CIVIL LIBERTIES

March 22 and 23, 1956 Hotel 2400, Washington, D.C.

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EQUALITY UNDER LAW: THE BALANCE SHEET TODAY

Program Personnel:

Invocation	:	The Rev. Dr. Robert E. Van Deusen.
Address	:	Representative Kenneth B. Keating.
Chairman	:	Dr. Leonard P. Aries, National Conference of Christians and Jews.
Panel	:	Very Rev. Maurice V. Shean, The Catholic Committee of the South. Dr. Carl R. Pritchett, Pastor, Bethesda Presbyterian Church. Dr. Frederick B. Routh, Southern Regional Council. Clarence Mitchell, National Association for the Advancement of Colored People.
Reporters	:	Violet Gunther and David Williams, Americans for Democratic Action.

Representative Kenneth B. Keating (R., N.Y.) surveyed the record of the Eisenhower Administration in promoting and maintaining civil rights and civil liberties. "The school segregation cases," he said, "are, in my opinion, the most important single gain recorded in this field since the 19th Amendment invested women with the right to vote." Expressing confidence "that reason is going to prevail after the protests have thinned out and tempers have cooled a little," he stated that "the lines of color have been obliterated, in fact as well as in theory, in everything pertaining to the Federal Government and its operations." Mr. Keating also said that "There has been a great improvement in the matter of loyalty and security procedures and our responses in general to the menace of the Communist conspiracy."

The Civil Rights Situation in the District of Columbia

In the discussion following Representative Keating's address, his claim for near-perfection in the race relations and civil rights situation in the District of Columbia was challenged by a number of people. Instances where serious discrimination continues to exist were cited, such as the Fire Depart-

ment, the District Jail, the Home for the Aged, the Boys' club, the Telephone Company, and the District Commissioners' long-standing refusal to extend non-discrimination in amusement places beyond the one-third of the city covered by the anti-discrimination laws of 1869-70. Representative Keating in response, acknowledged that perhaps he should correct his remarks to say that "more progress has been made in Washington in three years than in the previous twenty."

Changing Patterns in the South

The Very Rev. Maurice V. Shean, of the Catholic Committee of the South, in discussing the changing patterns in the South, emphasized that substantial progress in the Southern racial picture has been observed. He pointed out that 150,000 Negroes are now registered to vote in Louisiana, as compared with 5,000 in 1948. Citing the Montgomery, Alabama, bus boycott as an encouraging first example of a Southern Negro community acting in a united fashion to improve its own status, Father Shean stressed that people of various groups must learn to work together locally on the problem of segregation.

Responsibility of the Churches

Dr. Carl R. Pritchett, pastor of the Bethesda Presbyterian Church, posed the question of the responsibility of the churches in combatting racial prejudice. He said that he felt that the Gospel is one of the most potent forces in breaking down racial prejudice, citing his own conversion as an example. He contrasted the pro-integration attitude of many churches in the South with the situation during the Civil War when Southern ministers generally supported the Confederacy.

Variations in Attitudes in Different Southern States

Dr. Frederick B. Routh of the Southern Regional Council reiterated the contention of Rev. Shean that the South is not monolithic in its attitude toward segregation in education and related problems. The "hard core" area actively resisting school de-segregation, which includes Alabama, Louisiana, Georgia, South Carolina, and Mississippi, is shocked by the progress toward integration that is being made in the border States, he said; even within this "Old South" area, opinion is far from unanimous in favor of resistance. He grouped other Southern States according to their response to the Supreme Court's school segregation decisions as follows: in Kentucky, Texas, and Arkansas de-segregation is proceeding; in Tennessee, Florida, North Carolina, and Virginia a wait-and-see attitude prevails.

Dr. Routh suggested that industry is being repelled from coming into the South by the civil disorders there, and that this might become a very significant factor in eventually breaking down Southern resistance to the Supreme Court's decisions. He pointed out that the political systems of the South are more often than not based on obsolete rural and agrarian economies.

Applauding the firmness and determination of the Negro community in a number of instances, Dr. Routh stressed the importance of such developments in working against discrimination. The problem of integration is not a North-South conflict, nor a Negro-white conflict, he said, but rather a problem of whether there is to be law and order or anarchy. He urged that Northern groups not take the advice of William Faulkner and Hodding Carter that the South be left alone to solve its own problems: "Don't leave us alone -- we will never deal with them unless you keep after us."

"Extremism" versus "Moderation"

Clarence Mitchell of the National Association for the Advancement of Colored People deplored the practice of depicting civil rights proponents as "extremists". If this frame of reference is accepted, he said, President Eisenhower could be construed as an "extremist" because he had taken an oath to uphold the Constitution.

Mr. Mitchell suggested that the Department of Justice should be given authority to protect the right to register and vote.

Discussion

In discussion among the panel members following their formal presentations, Dr. Pritchett, in response to a question as to whether or not there was pressure on ministers from congregation members to abandon a position against segregation, said that there was a deliberate and to some extent successful effort to eliminate ministers of "moderate" opinions. He mentioned an instance in which a Federal judge had put pressure on a minister for anti-integration views expressed privately, but not from the pulpit. The hostility of the Southern press does a great deal of damage, he said, adding that "Our own interracial council, was done in by a newspaper."

Dr. Routh called attention to the fact that the right of petition had been challenged in some places in the South, and Mr. Mitchell, replying that this challenge would be brought to the attention of the officers of the NAACP, said that the NAACP had advocated the filing of petitions with local school boards. Where good faith negotiations are entered into, there would be no need for NAACP legal action.

There was considerable discussion about the attitudes exemplified by William Faulkner's articles in LIFE and THE REPORTER magazines. As to whether or not the situation in Mississippi is actually as explosive as Faulkner described, Dr. Routh agreed that that State constitutes the South's most difficult area. The establishment of a Governor's Commission there to maintain law and order might be the solution, he said.

Charles Webber of the AFL-CIO noted that unfortunately many trade unionists in the South are just as prejudiced as anyone else, and asked for comments on this problem. Father Shean suggested that three forces were of importance in this connection: (1) economic growth and development in the South, (2) moral leadership by the churches, and (3) the schools themselves. The greater economic development of South Carolina, for example, as compared to that of Mississippi, explains at least in part the difference in attitude toward integration in those two States.

In discussing the responsibility of the President in combatting violations of the law by anti-integrationists, some conferees held that the President should make a statement to the effect that deprivations of the rights to vote and to petition do not exemplify "moderation". Others felt that the President should call upon the Attorney General to state publicly what the Executive Branch can do under existing law -- and, if existing law is not adequate, what supplementary legislation is needed.

WHO GUARDS OUR LIBERTIES?

Program Personnel:

Invocation	:	The Very Rev. Maurice V. Shean.
Address	:	Senator Wayne Morse.
Chairman	:	Dr. Earl F. Adams, National Council of Churches.
Reporter	:	Mary Frances Aldrich, Unitarian Fellowship for Social Justice.

"Who Guards Our Liberties?" was the subject of a major address by Senator Wayne Morse (D., Ore.) at the Thursday evening dinner meeting of the conference.

Senator Morse, who was introduced by Mr. Philip Schiff of the National Jewish Welfare Board, took as his principal thesis the fact that our liberties depend basically on the procedural rights of which we are assured, and that our substantive rights, which embody these liberties, are no better than our procedural rights.

Most of the rights, in fact, which are safeguarded by the Bill of Rights, are procedural rights, the Senator pointed out. They include such rights as --

* the right of the people to be secure in their persons, houses papers, and effects against unreasonable searches and seizures;

* the right of every person in any criminal case not to be compelled to be a witness against himself, nor to be deprived of life, liberty or property without due process of law;

* the right of an accused person to be informed of the nature and cause of accusations against him, to be confronted by his accusers and the witnesses against him to have the courts compel the attendance of witnesses in his favor, and to have the assistance of counsel for his defense.

The preservation of these procedural rights is essential if our basic freedoms of speech, press, and petition, equality of opportunity, and freedom from discrimination based on race, creed, color, or national origin, are to be effectively realized and enjoyed.

As an Example, the Filibuster

As an illustration of the way in which procedural rights affect the safeguarding of substantive liberties, Senator Morse cited the manner in which the rule of unlimited debate in the Senate can be, and has been, used to frustrate progress in the enactment of civil rights legislation. He noted especially Senate Rule 22, which permits a minority of the Senate to block the Senate's decision-making processes by filibuster, as an example of this.

The Senator said he was for the rule of unlimited debate, whether or not it was called a "filibuster", if what is protected by this rule is the right to argue the merits of a proposition which is before the Senate for consideration. "I have, and will again, partake in that kind of a filibuster", he said, "but I will never engage in a filibuster that seeks simply and solely to prevent a vote from ever occurring." Unfortunately, he said, he could see no possible chance at present to achieve any progress through a modification of Rule 22. Just the same, he argued, "if you want to make a fight for substantive improvements in the fields of civil rights, then you have got to do something about the procedural problem embodied in this Rule."

Senator Morse also criticized the present trend toward secrecy in government. "A great many of our procedural rights are going to be endangered," he said, "if we don't stop this trend. In my judgment an overwhelming majority of legislative committee sessions should not be held in executive session. The facts belong to the American people. The American people can take the facts. Foreign governments often know them before we do, anyway."

The Doctrine of Judicial Supremacy

The real source of all our liberties is the doctrine of judicial supremacy laid down by Chief Justice Marshall in 1803 in the famous case of Marbury v. Madison. In that case, the Supreme Court, speaking through the Chief Justice, annulled an act of Congress as unconstitutional and, by making the decision stick, established the supremacy of the Supreme Court under the Constitution.

Turning to the Court's school segregation decisions, Senator Morse pointed out that "we now have a judgment by the Supreme Court -- a judgment which, I believe, was long overdue -- that there shall be no discrimination, and therefore no segregation, in public education." This decision, the Senator stated, is clearly correct "for the torch of liberty in this country must burn as brightly in colored homes as in white homes."

The responsibility for implementing and enforcing the Supreme Court's school segregation decisions now rests with the executive and legislative branches of the Government, Morse continued. Maintaining the supremacy of the Supreme Court, in this admittedly most difficult field, is an essential obligation of leadership and statesmanship in our Government. "All people will abide by the Supreme Court's decisions," he contended, "once it is clear that our leaders will abide by these decisions." When our leaders counsel defiance of the Court, however, they are encouraging contempt for all law and order.

Need for Re-dedication

In this connection, Senator Morse argued that the manifesto counselling all possible lawful resistance to the Supreme Court's school segregation decisions, which has been signed by more than 100 Southern Senators and Representatives in Congress, is an example of lack of responsible leadership that must be counteracted.

Specifically, he proposed, each member of the Senate should be given an opportunity to stand up and be counted on whether he believes in a government of laws, of the supremacy of law, of the supremacy of the Supreme Court as the ultimate interpreter of the Constitution and the law under our system of government. "I think there should be offered in the Senate," Morse said, "another manifesto stating that the signers believe that decisions of the Supreme Court should be supreme in fact as well as in theory. I don't believe we would have trouble in getting signers to such a manifesto." "It would give all Senators," he pointed out, "an opportunity to re-dedicate themselves to the philosophy of Marbury v. Madison".

In a brief discussion period following his address, Senator Morse was asked whether he would support the Lehman bill under which Federal funds for school construction would not be available to any State in which there was resistance, amounting to defiance, of the Supreme Court's school segregation decisions, but would be held in escrow for such State until such time as its authorities undertook in good faith to comply with the decisions. The Senator said that he would never commit himself on a bill until the last hour of debate. He said that he believes that it is his responsibility to remain at liberty to change his mind on any issue until the last opportunity for argument has been given.

In response to other questions following his address, Senator Morse emphasized again that constitutional law is a matter of social, political and legal dynamics. The dead hand of the past can not be permitted to frustrate its constructive growth and development. As a living document the Constitution has growth and life in it, and it must be kept that way. That is the spirit in which it was written, and the faith that has sustained that spirit over the years must never be lost by the American people.

THE FREE EXCHANGE OF IDEAS, AND PRESENT RESTRAINTS THEREON

Program Personnel:

Address	:	Dr. Marie Jahoda, Associate Director, New York University Research Center for Human Relations.
Chairman	:	Irving Ferman, American Civil Liberties Union.
Panel	:	Dan M. Lacy, Managing Director, American Book Publishers Council. Alfred Friendly, Managing Editor, The Washington Post and Times Herald.
Reporter	:	Lucile Ellison, Defense Commission, National Education Association.

The opening address on this subject was given by Dr. Marie Jahoda, Associate Director, New York University Research Center for Human Relations.

Over-simplification, Dr. Jahoda said, is admirably suited to those who want restrictions on liberty of thought, speech and action. The complex problems of security and subversion have been all too readily simplified by the attackers of civil liberties into the notion that unorthodox ideas must

be stamped out.

Unfortunately, the defenders of civil liberties have often accepted the strategy of the opposition. This is implicit in the frequently-heard complaint that the whole country has become conformist in thought and action. Such an acceptance of over-simplification results in the imposition of a negativistic, defensive, and unsophisticated attitude on efforts to discover and diagnose basic trends in our current social climate. They become thin and shallow, and impede, rather than promote, true understansing of psychological and social forces and developments.

Dr. Jahoda contended that we need a new strategy for maintaining and increasing freedom of thought. It must be recognized, she said, that combatting orthodoxy and restoring respect for diversity require tactics that differ from situation to situation.

It is wrong, she continued, to accept the diagnosis that the psychological realities experienced by different sectors of our population with regard to their respect for, and enjoyment of -- let alone, devotion to -- civil liberties, are more or less alike, and that the differences in these realities need not be a matter of concern. There is need for much work looking to more adequate knowledge of the psychology of prejudice and better understanding of the psychological realities felt by various groups. If this could be successfully carried out, it would make possible the development of specific strategies that would be more appropriate than those currently in use.

The fears experienced by Federal employees and scientists as a result of the Federal Government's loyalty-security programs are based on reality, Dr. Jahoda stated. Diversity of opinion would quickly return, she held, if the inequities of current loyalty-security procedures were eliminated.

Dr. Jahoda also had a suggestion that she felt might do much to encourage faith and devotion to freedom of thought and action -- that an enterprising insurance company might significantly affect the climate of thought, amd make a profit, too, by undertaking to write insurance against loss of income or legal costs involved in establishing innocence in Federal loyalty-security proceedings.

Limitations on Books

Dan M. Lacy, managing director of the American Book Publishers Council, discussing current restrictions on the publication of books, said that although there have been some limitations on book publishing, the publishing business has sustained a large and reassuring measure of freedom both to hold a mirror up to life itself and to discuss public issues.

Existing restraints, Mr. Lacy said, come from two sources: (1) uneasiness when dealing with subjects that are culturally taboo; and (2) uneasiness when dealing with public issues in which emotions are involved. Often, of course, these are found together; they are by no means completely separate.

As for moral censorship, no important limitations have been imposed on the efforts of a sincere artist to deal as candidly as he wishes with some of the disturbing aspects of life. It is true, however, that a great many people are disturbed by a candid depiction. When this happens, they

exert active pressure either to (1) persuade others not to read certain types of books (not an objectionable form of restraint in itself, Mr. Lacy thought), or (2) bring certain forms of economic pressure to bear and thereby limit the freedom to read.

Speaking of State censorship, Mr. Lacy pointed out that the United States Supreme Court has never defined the limitations of the police powers of the States in the light of the First Amendment, which protects against abridgment of the freedoms of speech and press. The basic legal principle that has been developed through court decisions has been that consideration must be given to a book as a whole, to its purpose, and its effect on the general public.

Mr. Lacy reminded his audience that a year ago it seemed probable that libraries would be subjected to major restrictions. Fortunately, this fear has proved unjustified. There has been a crystalization of public opinion to the effect that public libraries ought to provide access to a wide diversity of points of view.

The picture in regard to school libraries and school textbooks, however, is less optimistic, Mr. Lacy said. Some serious problems remain in these areas. One of the most serious of all the problems involved in the right to read is the sheer inaccessibility of libraries to many of our countrymen. Well over half of our population, Mr. Lacy said, has no access at all to libraries, or has access only to those without resources to purchase more than about 50 books per year. He called the Library Services Bill, which would help to remedy some of these deficiencies and make libraries available to many more people throughout the country, an important civil liberties measure.

Freedom of Information

The problems of freedom of information and interferences imposed on such freedom by the Federal Government were discussed by Alfred Friendly, managing editor of the Washington Post and Times Herald.

Mr. Friendly said that a Government organization or agency can impede the free flow of information to mass communications media or channels in numerous ways:

1. It can censor by prior restraint;

2. It can impose penalties on publication so severe that the reporter will hesitate to publish what he knows;

3. It can deny access to the facilities or machinery necessary for proper reporting;

4. It can develop methods to prevent distribution of the printed word;

5. It can withhold at the source information about government, about itself, or about matters that democracy has a right to know.

Today, Mr. Friendly pointed out, widespread secrecy prevails in the various branches of Government, and the attitude of "Papa knows best" is encountered all too frequently by reporters endeavoring to get information which the public has a right to have.

Mr. Friendly suggested that this may be due in part to the heavy influx of businessmen into the higher levels of government service. Too often, he said, they bring with them a managerial point of view. It is obviously easier to get faster, neater, but not necessarily wiser, decisions through autocratic methods.

Finally, Mr. Friendly noted that scientists have repeatedly pointed out the absurdity and the harmful effects of the degree and extent of secrecy imposed in scientific fields. Progress in these fields is vastly slower if knowledge is compartmentalized.

APPARENT CONFLICTS BETWEEN FREEDOM AND THE DESIRE FOR SECURITY, AS EXEMPLIFIED BY THE EXTENSION OF LOYALTY-SECURITY PROGRAMS INTO INDUSTRY

Program Personnel:

Invocation	:	Rabbi Balfour Brickner.
Address	:	William F. Schnitzler, Secretary-Treasurer, American Federation of Labor and Congress of Industrial Organizations.
Chairman	:	Alan Barth
Reporter	:	Kenneth A. Meiklejohn, International Ladies' Garment Workers' Union, AFL-CIO.

Mr. Schnitzler emphasized the vital stake that the organized labor movement has in the defense of civil liberties and the enrichment of freedom in the United States. "Unions have been and are, "he said,"dependent on civil liberties for their very existence. The history of our trade union movement closely parallels the history of civil liberties. Freedom of speech, freedom of assembly and other basic freedoms are essential to the very existence of our unions today."

He recalled some of the past struggles to obtain the right to organize unions and to obtain basic freedoms of speech, press, and assembly, such as those of the anthracite coal miners in 1873, and the railroad workers in 1877. Today, although the reign of the labor injunction has been outlawed in the Federal courts by the Norris-LaGuardia Act, and the right to organize and bargain collectively through unions freely chosen by the workers has been written into the law by the Wagner Act, state and local courts still continue to harass unions with injunctions in many parts of the country, and 18 States have enacted phony "right to work" laws, which have been legalized by the Taft-Hartley Act, effectively destroying union security. So the fight of the unions to secure basic freedoms goes on.

Mr. Schnitzler described a number of present-day situations in which these struggles are very much involved. A labor dispute involving field workers on Louisiana corporation-owned sugar plantations "called dramatically to the nation's attention the existence of a large group of exploited workers, who had only their union and the labor movement to provide them with protection and support." Throughout the South local communities are devising new methods of interfering with efforts of the unions to organize unorganized workers employed in that region, such as imposing license fees on union organizers, taxing unions for each member recruited or for engaging in union organizing activity.

"Restraints upon the workers' exercise of their right of self-organization and of free assembly are still frequent," Mr. Schnitzler said. "In many localities restraining orders are still handed out by local and state courts to thwart workers in their legitimate union activities, including orderly and peaceful picketing." He emphasized, however, that "far and wide across the industrial scene of our country, our unions have gained not only acceptance by management but respect and confidence of employers as well. Our movement is strong and articulate. It has won wide public recognition and support." The case histories which he had described, he said, were to remind us that the "ever-present dangers to our freedoms" must not be obscured by labor's gains.

Essential Security Measures

The United States, Mr. Schnitzler said, "is today and must always remain the citadel of freedom." Its spirit of freedom must be the spearhead of the free world in its struggle against the world-wide threat of imperialist domination by Communism. The "new look" of "collective leadership" in Moscow has not changed this threat, he added. And this threat "makes it necessary for us in America to protect ourselves against espionage, infiltration and subversion."

There should be no misunderstanding, Mr. Schnitzler stressed, about the threat which Communism poses to our liberties. "There is no freedom of political choice in the Soviet Union," he pointed out. "There are no civil liberties under the Communist rule. There is no freedom of speech. There is no freedom of assembly. There is no freedom of movement. There is no protection against search and seizure by those in power. There are no free and independent unions. There are no legal safeguards of the rights to life, liberty and property. And the Communist government is not pledged to secure these rights. There is no charter, no Magna Charta, no Bill of Rights, to proclaim man's freedom and to protect it."

The existence of the Communist threat makes special security measures against espionage, infiltration and subversion essential. But, the speaker warned, "whatever we do to safeguard our national security must be done calmly, judiciously and soberly, with full regard at every step for the complete observance of the very civil liberties we are striving to defend." There is no room for hysteria, Mr. Schnitzler said. The problem is to devise the best and most effective ways to meet the threat of internal espionage and sabotage.

These include (1) alert and vigilant counter-intelligence work, (2) vigorous enforcement of criminal laws, and (3) a realistic and effective security system. "We must reject the ways and methods of totalitarian despots in pursuing this task," Mr. Schnitzler said, "we cannot afford to let the basic civil liberties take a holiday in America."

He felt that during the past year protection of individual civil rights in security cases has been greatly improved. "The witch hunt is over," he said, "but the problem is still with us." He applauded the establishment by Congress of a bipartisan public commission to investigate the whole subject of personnel security programs, and the rejection, thus far, of the so-called Defense Facilities Bill.

Four Security Programs

Four security screening programs were analyzed in some detail by Mr. Schnitzler. The Port Security Program, initiated under the Magnuson Act of 1950, to provide security protection for docks and other waterfront facilities "gives the best protection to the individual both by its procedures and by its criteria", he said.

In connection with the Atomic Energy Program, he pointed out that "with the increasing use of nuclear materials by private industry and wider contracting out of the AEC projects to private firms, the number of industrial workers affected by this program is on the increase." As in the cases involving our union members have been straightened out, after consultation between the union concerned and government officials." He noted, however, that union representatives have not been given the opportunity to participate in the review procedure or to serve on either hearing or review boards, as they do under the Port Security Program.

The governmental security program which is broadest in its application to industrial workers in the Industrial Personnel Security Program administered by the Defense Department. Under this, all contractors doing work for the Department must have their employees screened if they are to have access to classified information or sensitive areas. Employees are required to fill out detailed personnel security questionnaires and to certify to their non-affiliation with any subversive organization or any organization included in the Attorney General's list.

Criteria Analyzed

The criteria for denying clearance are very broad, Mr. Schnitzler pointed out, "ranging from outright sabotage, espionage or treason all the way to the invocation of the Fifth Amendment when questioned as to loyalty or alleged misconduct." They include such things as "any behavior, activities or associations which tend to show that the individual is not reliable or trustworthy" and "acts of reckless, irresponsible or wanton nature which indicate such poor judgment and instability as to suggest that the individual might disclose information to unauthorized persons." This latter criterion was used (as brought out in hearings before the Hennings Subcommittee last fall) to deny security clearance to a worker because during a strike he had suggested that workers on the picket line wear their old service uniforms with all insignia and buttons removed, as required by law, in order to make clear that they were ex-servicemen and not Communists, as the management had falsely called them.

Mr. Schnitzler analyzed the procedures followed under the Industrial Personnel Security Program and concluded: "Working people cannot easily cope with the broad criteria of the security tests, the heavy burden of proof that must be met by the accused, and the concealment of the informants against him." Although the program has been administered by men of good will, he said, "the ancient safeguards of notice and hearing and of due process of law must be rigorously adhered to when the man's rights as a free citizen are adjudged and his future livelihood is at stake."

Mr. Schnitzler said there is a fourth non-governmental and unofficial program in effect -- an Employer Security Program -- under which "private employers, on their own initiative, enlarge upon and go far beyond neces-

sary and proper plant security practices." He described the possible uses to which this program can be put, quoting from the foreword to a report on industrial security by the National Industrial Conference Board, which states to employers:

> "Even if you don't have a trained saboteur in hire, Industrial Security can pay off in peace time. It can help you rid your plant of agitators who create labor unrest; who promote labor grievances, slow-downs and strikes and encourage workers' antipathy towards management."

This document continues:

> "Furthermore, while Communism is a great threat to America today, who knows in this unsettled world what the color, nationality or political philosophy of our next enemy will be?"

Mr. Schnitzler added: "The potential dangers of such a program are obvious. In the name of security, anti-union employers could readily bring back the old vicious practices of blacklisting and labor espionage."

In conclusion, the speaker called for participation by labor in the administration of the government's industrial security program, rather than its exclusion from it.

SEEKING SOLUTIONS: ORGANIZATIONAL TECHNIQUES FOR THE PROTECTION OF CIVIL RIGHTS AND LIBERTIES

Program Personnel :

Chairman	:	John J. Gunther, Americans for Democratic Action.
Panel	:	Mrs. Jacob S. Cohen, National Council of Jewish Women. Dr. J. Oscar Lee, National Council of Churches. Mrs. Ralph Golla, Chairman, Paramus, N.J., Freedom Agenda Project. Benjamin Segal, Trade Union Consultant, The Fund for the Republic.
Reporter	:	Betty Douglas, League of Women Voters.

Mrs. Cohen was the first panelist to lead off the discussion. United community action on integration in the South is impossible now, she said, because most communities are paralyzed by fear."Many decent Southerners think it is desirable and possible to continue segregation in the schools indefinitely," she pointed out.

Many more voices, however, are now being raised in protest against the stalemate than were heard in 1954. At that time the Virginia State Legislative Council of the National Council of Jewish Women decided to send representatives to the Governor's Commission (the Gray Commission) on problems growing out of the Supreme Court's decision in the school segregation cases.

They planned to protest proposed legislative action to prevent integration. The Council was jointed by two other large organizations in issuing a statement in opposition to the proposed plan. These groups soon felt the force of State pressures against them, but they did not back down. Ministerial groups also joined them in asking for moderation in the State's approach to the problem.

Later these groups worked hard to get out a large protest vote against the Gray Commission proposals. They knew they could not win, but they managed to roll up a very creditable showing.

Mrs. Cohen concluded by saying that each step taken has been in the right direction, and quoted some lines from Hillel to show what satisfactions the groups have had through their unfaltering stand:

"If I am not for myself, who will be for me?
If I am only for myself, what am I?
And if not now, when?"

Church and Community

Dr. Lee spoke of the relationship between civil and individual liberties and noted that they are both bound up in the integration issue. He said that opposition to integration has given a serious setback to those who would go forward in promoting these liberties.

Calling attention to the necessity for preserving the public school system, Dr. Lee said that the public schools were indispensable for our spiritual and industrial defense. The laws must be obeyed, even though we do not agree with them. He urged the use of orderly processes to promote change.

Dr. Lee characterized the White Citizens Councils that have sprung up in the South as instruments of thought control. They operate, he said, in violation of the First Amendment to the Federal Constitution. Their strategy was tipped off by their advocacy of the "right to work" laws in many states. They mean to maintain the status quo in the South.

"There are many 'Souths'," Dr. Lee continued; the South should not be referred to as if it were a solid block of opposition to integration. In the Border States the churches have encouraged a look at the local problems and are considering post-integration problems. In West Virginia, for example, the National Council of Churches is making a consultation service on these problems available to groups.

Dr. Lee discussed how best to give support to the liberal groups in the Deep South and told of statements that church groups have made for this purpose. He said that the churches are continuing to bring relief from the pressures of the White Citizens Councils to liberals, white and Negro alike. While temporary relief in the form of clothing, for example, is no longer needed in some places, longer term aid, such as crop loans, is necessary. Such loans are being arranged in many cases through banks and sympathetic organizations.

Community Education and Individual Liberties

The difficulties encountered by a group of people who wanted to discuss the Constitution, the Bill of Rights and individual liberties in a

small New Jersey town were recounted by Mrs. Golla. Paramus, New Jersey, her home, and the scene of the Freedom Agenda Project in which she participated, is a town which has grown from a population of 5,000 in 1951, to 18,000 today. This rapid expansion has caused growing pains which, she believes, were partly responsible for the troubles which beset the initiation of the project. Attempts have been made to censor the books in the two libraries, and attacks have been made on the curriculum of the elementary school.

It took almost a year to organize the Freedom Agenda Project. After a great deal of work a meeting to discuss the Bill of Rights and the Constitution was arranged, with the Superintendent of Schools, members of the Board of Education and a Lutheran minister pledged to participate. Ten days before the meeting a City Council meeting was disrupted by a man who waved an unidentified pamphlet before the Mayor and Councilmen, demanding that the Freedom Agenda meeting be cancelled. Some of the panelists who had agreed to lead the discussion dropped out, and an unfriendly crowd assembled on the night of the meeting. The Chairman, however, conducted the meeting with great dignity, and it was rated a success.

Discussion groups have continued to meet, and their attendance has grown. Many subjects related to individual liberty have been discussed, and a new climate of ideas has begun to be felt in the town. It demonstrates what can be done with a few people getting together to talk about basic principles.

Mrs. Golla closed by reporting that after all the trials and tribulations the project has threatened for those connected with it, no lasting harm has come to any of them, and even some positive good has resulted: as the result of her job as chairman of the project, her husband had just been elected to the Board of Education.

Labor and Civil Liberties

Mr. Segal declared that the climate of opinion has improved during the past year insofar as regard for civil liberties and the Bill of Rights is concerned, but he warned that the basic problems have not been solved. "What basic changes," he asked, "have been made in the loyalty-security program?" The section of this program dealing with the pre-induction activities of draftees in the armed forces is still being administered strictly, he said, although it had been hoped that progress had been made in liberalizing it. There has been no decrease in the number of persons affected by the security programs.

Mr. Segal did not feel that much hope could be placed in the bipartisan Security Commission created by Congress last year. He cited testimony by the Commission's chairman, Loyd Wright, indicating that its emphasis will be on developing greater uniformity and strictness of enforcement in security programs, a task that will require an appropriation of $2 million to enable it to do its work. The Commission, he said, has been slow in organizing and getting its work under way.

Another problem which Mr. Segal discussed was the gap between the positions adopted by top labor officials and knowledge of these positions by local officers. He urged that attempts be made to close this gap. The need for a real education program in the fields of civil and individual rights is pressing and work on civil rights should be one of the normal activities of all unions. Conferences on civil rights, he urged, should

include not only the "converted", but people of different points of view, including management. All problems in the security field should be aired.

In answer to a question as to whether the security programs are affecting the recruitment of good persons into government, Mr. Segal replied that he believes that these programs are retarding recruitment. The criteria for government employment have not been changed; these programs weaken liberty, rather than effectively guard our security, he said.

FROM THE CONFERENCE SUMMARY

Dr. Earl F. Adams of the National Council of Churches, chairman of the National Civil Liberties Clearing House and of its Conference, concluded the program with a brief comment on the two-days' proceedings.

The Conference had centered its attention, Dr. Adams said, upon "concern for people." Such concern with the welfare and the rights of the individual he termed vital to the healthy functioning of a free democracy. The problems that the meetings had discussed, he said, are not academic, but are real and urgent.

He stressed the importance of the part played by voluntary citizens' organizations in American life, and the contribution that they make to the maintenance of basic democratic practices.

It is encouraging, he continued, to observe the constantly-increasing number of organizations that are showing an active concern for the preservation of our constitutional liberties. He noted the wide diversity of purposes among the more than 60 groups associated in the Clearing House, and among the even larger number assembled at the Conference. That so many agencies are interested in joining together for study of problems in the fields of civil rights and liberties indicates, he said, how wide-spread is their growing realization of the importance of these issues, and of their own responsibilities to the Nation as a whole and to its citizens of every race and creed.

Dr. Adams urged their continuing efforts for the development of wider public understanding of the meaning and values of our fundamental individual rights, stressing that this is of international as well as national import. He described some of his own expreiences in the course of a recent trip to Europe, and added: "We must remember that what we in the United States do on matters of civil liberties is watched around the world. It is hard to explain abroad some of the 'incidents' that happen here at home. Our international prestige and reputation are at stake: we must put our own house in order."

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THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W., Washington 6, D. C.

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THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE is a voluntary association through which national organizations may share their knowledge, factual information and programs in the fields of civil liberties, civil rights, intellectual freedom, and other human rights.

THE ANNUAL CIVIL LIBERTIES CONFERENCES sponsored by it bring together representatives of associated groups and other invited agencies for free, full and informed inter-organizational discussion and analysis of current issues in these fields, and for consideration of ways by which they may help to strengthen and preserve our constitutionally-guaranteed freedoms.

BOTH THE CLEARING HOUSE AND ITS CONFERENCES are limited to the promotion of education and the exchange of information. Both are prohibited by the Clearing House constitution from adopting positions or making policy statements on any issues.

* * * \

The following organizations were registered as sending representatives or observers to the eighth annual Conference on Civil Liberties, held by the National Civil Liberties Clearing House on March 22 and 23, 1956.

* * * \

South Divided on Segregation, Civil Rights Conference Is Told

By Frank R. Kent Jr.
Staff Reporter

The South is not "monolithic" in its views on segregation, and up to a half dozen communities in Virginia may take some steps toward ending it in their schools by next fall, Frederick B. Routh of the Southern Regional Council yesterday told the Conference on Civil Rights.

Routh was one of a panel of five speakers at the eighth annual conference held by the National Civil Liberties Clearing House, now meeting at the Hotel 2400. Routh said the South could be divided into three categories of states: Kentucky, Texas and Arkansas where integration is proceeding, Virginia, Tennessee, Florida and North Carolina in a "waiting status," and Alabama, Georgia, Louisiana, Mississippi and South Carolina, as the "hard core" segregation states.

Routh said despite the approval in principle by the voters of the Gray Commission Virginia program, Virginia was not in the "hard core."

He called definitions of the controversy as a second civil war or a struggle basically between whites and Negroes as "nonsense." It basically is a contest between believers in law and order and those who would prefer chaos, he declared.

Rep. Kenneth B. Keating (R-N. Y.), said during the last few years color lines have been obliterated in everything pertaining to the Federal Government and its operations. In the District, Keating said, segregation in most activities is disappearing.

The Very Rev. Maurice V. Shean of the Catholic Committee of the South, said he knew of many instances that indicated a change was coming in Southern states "county by county." It is tragic, he said, that in many Southern communities people are afraid to make their views known.

Clarence Mitchell, director of the Washington Chapter of the National Association for the Advancement of Colored People, said the word "extremist" was being used in the controversy. President Eisenhower was an extremist, Mitchell said, in the tradition of George Washington and Abraham Lincoln. Mitchell said the "mask of hysteria" on the faces of members of Congress must be stripped away.

At an evening banquet, Sen. Wayne L. Morse (D-Ore.) said the interposition was nullification.

"The Court has spoken, the law is clear, the emancipation long overdue," he declared.

He said that he was not an "overnighter" regarding integration, but that "some are talking in terms of 25 to 30 years and America can't wait that long."

Referring to the recent manifesto by Southern Senators challenging the integration decision of the Supreme Court, Morse said that he was preparing another manifesto—that the decision of the Supreme Court should be supreme in action as well as in theory.

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April 6, 1956

Dr. Frederick B. Routh
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Fred:

Let me express my sincere appreciation and that of the Department for your excellent presentation at Seabury House. It was most valuable to us in guiding our thinking about a most important problem. Also, it pointed up to church leaders many desirable lines of action.

Enclosed herewith please find a check for your expenses.

With all good wishes, I am

Sincerely yours,

Oscar

J. Oscar Lee
Executive Director

JOL/eb
encl.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will hold its monthly meeting

WEDNESDAY, JUNE 27 - - - 2 to 4 o'clock

COMMUNITY ROOM, WASHINGTON POST BUILDING, 1515 L ST., N.W.

We will have a special speaker on the new developments in the loyalty-security area, and reports on several other current issues. The Committee on Nominations for 1956-57 will also present its report at this meeting. I hope you can attend.

Mary Alice Baldinger,
Executive Director.

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Minutes June 27, 1956

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House held its monthly meeting on Wednesday, June 27, in the Community Room of the Washington Post and Times Herald, with the following attendance: Dr. Earl F. Adams, National Council of Churches, chairman; Kenneth A. Meiklejohn, International Ladies Garment Workers Union; John J. Gunther, Americans for Democratic Action; Olya Margolin, National Council of Jewish Women; Katherine D. Jansson, American Association for the United Nations; Margaret F. Stone (for Gladys Irwin), Y.W.C.A.; Selma M. Borchardt, American Federation of Teachers, AFL-CIO; Margery T. Ware, Washington Urban League; Frank Dorey, Council for Social Action of the Congregational Christian Churches; Julia Bennett and Edward de Grazia, American Library Association; R. W. Frase, American Book Publishers Council; Herman Edelsberg and William Korey, Anti-Defamation League of B'nai B'rith; Irma Piepho, National Council of Catholic Women; Martha T. Mills, League of Women Voters; Rosaline Fisher, Harriet Cipriani and Miriam Carliner, League of Women Voters of D.C.; Nathaniel H. Goodrich, American Jewish Committee; Denise Tourover, Hadassah; Ken Birkhead, American Veterans Committee; Alan R. Howe, American Friends Service Committee; Olinda M. Roettger, Lutheran Church-Missouri Synod; Mary Jane Simpson, Friends Committee on National Legislation; Beth Scholander and Kenneth Peterson, IUE, AFL-CIO; Jack Curran, Oil, Chemical and Atomic Workers, AFL-CIO; Mabel Snyder, National Farmers Union; Charles E. Hogan, United Steelworkers of America; Sanford H. Bolz, American Jewish Congress; Annalee Stewart, Women's International League for Peace and Freedom; Irving Ferman, American Civil Liberties Union; Mary Alice Baldinger and Lucia Lhamon, for the office; James H. Heller, guest.

Next Meeting : The Clearing House will hold its final session before the summer recess on Wednesday, July 18, from 2 to 4 o'clock in the Washington Post Community Room. The Administrative Committee will meet in the Community Room from 1 to 2 p. m.

Nominations for Office, 1956-57 : The meeting received, without making any further additions, the report of the Committee on Nominations for 1956-57, which was presented by Olinda Roettger in the absence of the chairman, Lucile Ellison. The election processes outlined in the Clearing House constitution are summarized in the report, which follows:

Report of the Committee on Nominations for 1956-57 :

"Before it considered any nominations, your Committee made a complete review of past organizational representation in office in the National Civil Liberties Clearing House.

"The Committee also reviewed the Clearing House constitution, noting particularly Article V's provision that an officer or Administrative Committee member who has served for three successive one-year terms shall not be eligible for re-election for one year following the end of his third successive year. It is the Committee's understanding that this provision aims at maintaining stability in the governing body and at the same time securing an annual rotation in office of approximately one-third of the Administrative Committee's total membership.

"On the basis of these considerations, the Committee determined to re-nominate present officers who have served less than three years.

(more)

"We also discussed the advisability of nominating more than one person for each office. On the basis of the procedures of past Nominating Committees, and because the Clearing House is an agency in which individuals participate as representatives of their national organizations, however, we decided to submit only one nomination for each office or Administrative Committee post.

"The Committee wishes to express its awareness of the fine leadership given to the Clearing House by all of its officers in the 1955-56 term.

* * * * * * * *

"The Nominating Committee of the National Civil Liberties Clearing House recommends the following slate of officers for the year 1956-57 :

Chairman : Dr. Earl F. Adams, National Council of Churches.

Vice Chairmen :

Academic Freedom : Julia Bennett, American Library Association.

Civil Liberties : Kenneth Birkhead, American Veterans Committee.

Civil Rights : Boris Shishkin, AFL-CIO.

Human Rights : Katherine Jansson, American Association for the United Nations.

Secretary : Irma Piepho, National Council of Catholic Women.

Treasurer : Nathaniel H. Goodrich, American Jewish Committee.

Administrative Committee :

Dr. Leonard Aries, National Conference of Christians and Jews.

Sanford Bolz, American Jewish Congress.

Dr. Ralph F. Fuchs, American Association of University Professors.

Arthur J. Goldberg, United Steelworkers of America.

Martha Mills, League of Women Voters.

Clarence Mitchell, National Association for the Advancement of Colored People.

* * * * * * *

"Elected office in the Clearing House is limited to a chairman, four vice chairmen, secretary, treasurer, and six Administrative Committee members.

"Associated organizations may, if they wish, submit additions to the slate proposed by the Nominating Committee through July 15. The constitution further provides that such additional nominations must be approved by the Nominating Committee before they are placed on the ballot; and that election shall be by mail ballot in August, and term of office shall begin in September.

(For the Committee)

(more)

For the Committee :

Lucile Ellison, National Education Association, chairman
John Edelman, Textile Workers Union of America
Eleanor Hadley, National Association of Social Workers
Olinda Roettger, Lutheran Church-Missouri Synod
Edward Snyder, Friends Committee on National Legislation."

Emergency Situation of the Clearing House : In presenting his report of income and expenditures for the first six months of 1956, Herman Edelsberg, the treasurer, called attention to the emergency financial situation which the Clearing House is facing.

He and Dr. Adams both urged that all associated organizations increase their contributions or subscription payments, and that organizations which would normally contribute or subscribe later in the year should make every effort to send in their payments now, instead of later.

To Mrs. Tourover's request that the Finance Committee establish a definite minimum amount to cover Clearing House servicing, Dr. Adams replied that the wide variety of by-laws and rules among associated organizations made this impracticable, and that the Clearing House could only ask that each associated group make a contribution or subscription payment to the best of its own ability.

Financial Record, Jan. 1- June 30, 1956 : The financial report as of June 30, 1956, (exclusive of the conference) was submitted by Mr. Edelsberg as follows:

Receipts

Jan. 26	Women's International League for Peace and Freedom	25	*
Feb. 1	Baptist Joint Committee on Public Affairs	25	*
Feb. 1	Workers Defense League	25	*
Feb. 6	National Council of Churches, Social Welfare Dept.	15	*
Feb. 6	Anti-Defamation League of B'nai B'rith	200	*
Feb. 9	United Steelworkers of America	1000	
Mar. 12	National Urban League	25	*
Apr. 2	Common Council for American Unity	20	*
Apr. 16	Friends Committee on National Legislation	150	
Apr. 17	Japanese American Citizens League	100	
Apr. 18	Federation of American Scientists	25	*
Apr. 28	Fund for the Republic	100	*
Apr. 28	American Association of University Professors	100	*
May 11	American Civil Liberties Union	400	
May 14	American Veterans Committee	25	
May 17	United Automobile Workers of America	1000	
May 22	Textile Workers of America	20	*
June 1	Council for Social Action, Congregational Christian Churches	25	*
June 1	Jewish Community Council of Metropolitan Boston	10	*
June 6	Women's Division of Christian Service, Methodist Church	25	*
June 11	National Council of Catholic Women	35	*
June 14	National Association of Social Workers	25	*
June 25	American Jewish Congress	50	*

* -Indicates payment for subscription and services.

(Receipts, cont'd)

Personal contributions and subscriptions			
Sidney Hollander	100		
Margery Ware	5		
Moe Hoffman	5		
Eleanor Bontecou	5		115
		Total contributions and subscriptions	$ 3540

Total contributions & subscriptions	3540		
Miscellaneous receipt for postage	1		
Conference overage	509.59		
		4050.59	
Bank balance plus petty cash, 1/1/56		1464.89	
		Total Receipts	$ 5515.48

Expenditures

Publishing costs, mimeographing and mailing service		307.97	
Office expenses (supplies, equipment, stationery, telephone & telegraph)		312.23	
Employer's taxes (Social Security and D.C. Unemployment compensation)			
4th Quarter '55, paid in '56	345.60		
1st Quarter '56	357.60	1003.20	
Postage		126.45	
Transportation & messenger service		51.27	
Miscellaneous		43.42	
Salaries			
Mary Alice Baldinger	2156.10		
Lucia D. Lhamon	1308	3464.10	
		Total expenditures	$ 5008.64

* * * * * * * * *

FINANCIAL STATUS, JUNE 30, 1956

Bank balance plus petty cash on hand 6/30/56		$ 611.84
Accounts payable :		
AAA Letter Service	202.42	
Capitol Office Supply	20.59	
Graphic Arts Press	272.85	
Friends Committee on National Legislation	82.71	$ 578.57

** The National Jewish Welfare Board contributes office space, utilities and telephone to the Clearing House.

Guest Speaker : Washington attorney James H. Heller, who was associated with David Shapiro of New York as counsel for Kendrick M. Cole in the case of Cole vs. Young, was the meeting's major speaker. He explained the Supreme Court's June 11 decision in this case, and interpreted its effects on the national security program.

Current Reports : The following reports on current issues were presented and discussed: most of them will be summarized in the July issue of the Civil Liberties Bulletin --

Executive and congressional action related to the Cole decision -- Irving Ferman, American Civil Liberties Union.

Censorship of the importation of foreign publications -- Robert Frase, American Book Publishers Council.

Today's civil rights situation -- John J. Gunther, Americans for Democratic Action.

Current activities of the White Citizens Councils -- William Korey, Anti-Defamation League of B'nai B'rith.

The Arab campaign against American Jews -- Sanford Bolz, American Jewish Congress.

-- Earl F. Adams, Chairman.

-- Mary Alice Baldinger, Executive Director.

The National Civil Liberties Clearing House

RECEIVED JUL 10 1956

- Its Purpose
- Its Policies
- Its Program

The National Civil Liberties Clearing House

Purpose

The National Civil Liberties Clearing House is a voluntary association of independent national organizations for the promotion of knowledge and the exchange of factual information, educational materials, opinions and ideas in the fields of civil liberties, civil rights, intellectual freedom, and other human rights. These organizations represent a wide diversity of programs . . . religious, educational, professional, labor, veterans, social and civic welfare . . . but they have a common concern for the preservation of America's constitutional rights and freedoms.

The Clearing House is the only inter-organizational agency of its type (as distinct from action groups) working on a continuing basis in the over-all area of civil rights and liberties.

Policies

The National Civil Liberties Clearing House exists solely for the development of education and the dissemination of information in its four fields. Its constitution prohibits it from adopting positions or making policy statements on any issues.

Admission to association in the Clearing House is based on two rules: An organization must be substantially interested in some specific aspect of the Clearing House program and in the protection of our fundamental individual rights; and it may become an associate only upon invitation, which is extended after recommendation by a Committee on Organizations, the Administrative Committee, and a general meeting.

The Clearing House does not speak for or bind associated organizations in any way, and no group may be designated as representing it. It does not enter into agreements with its associates, nor does it ask for any commitments from them. Organizations may take part in its activities to whatever extent they themselves choose, whether by attendance at its meetings or conferences, contributing work or materials, or assisting with its financing.

The governing body, elected annually, is the Administrative Committee, which includes the chairman; four vice chairmen, each of whom is responsible for coverage of one of the four fields of Clearing House interest; secretary, treasurer, and six other elected individuals. All of these are representatives of associated organizations. The Administrative Committee is also empowered to appoint three members-at-large without reference to their organizational membership. Clearing House chairmen to date have been E. Raymond Wilson of the Friends Committee on National Legislation; Mike M. Masaoka, Japanese American Citizens League; Paul Sifton, United Automobile, Aircraft and Agricultural Implement Workers of America; and Dr. Earl F. Adams, National Council of Churches.

The Clearing House is financed by the associated organizations, either through contributions or through subscription payments which cover actual costs of the informational services and materials they receive. Organizations contribute or subscribe voluntarily, in whatever amounts they themselves decide; the Clearing House does not set any dues, fees or assessments.

Program

The activities of the Clearing House include:

- Monthly meetings (except in August and September) which serve as focal points for interpretation and study of basic problems and current developments in its fields, through reports by representatives of associated organizations and through the presentation of guest speakers who are expert in specialized areas. These talks are followed by informal general discussion sessions for the elicitation of further information and for the exchange of viewpoints.

- An annual Conference on Civil Liberties, at which representatives of associated groups and other invited agencies meet together for full, free and informed inter-organizational discussion and analysis of current issues; for broad-scale sharing of opinions, programs and experiences; and for consideration of ways by which they may help to safeguard and strengthen our constitutionally-guaranteed individual rights. Every Clearing House conference has been honored by a message of greeting from the President of the United States.
- Issuing the Civil Liberties Bulletin, a publication made up of articles by organizational representatives, notes on the programs and activities of associated groups, and notes on current materials in the Clearing House fields.
- Supplementary mailings to its list of over 200 agencies of outstanding informational materials prepared by associated groups or made available by other sources, such as governmental agencies.
- Selective mailings of material of more specialized interest, sent to those groups to which it might be of particular informative value.
- Maintaining an extensive library and files on topics in its fields, which are available for consultation.
- Filling requests for information or materials on subjects in its four fields, for help in conducting programs, and for guidance to other sources of information. (Such requests come not only from associated organizations, but from other national citizens groups and local units; governmental agencies; executive departments; national, state and local officials; churches, colleges, schools and libraries; newspapers and magazines; television and radio discussion programs.)
- Making all of its services available on as wide a scale as possible, as a part of its goal of organizational and public education in its area.

The problems involved in the fields of civil rights and liberties alter from year to year, reflecting changing times and changing climates of opinion, and influenced both by domestic developments and by fluctuating international tensions, the overhanging menace of Communist imperialism, and the continuing threat of a third world war.

In its eight years of existence, the National Civil Liberties Clearing House has witnessed a steadily-increasing concern, among our great voluntary citizens' organizations, with these problems, and awareness of the importance of accurate, up-to-date information on them.

This is evidenced in part by the growth of the Clearing House itself. In 1948, representatives of 19 organizations established it in an effort to meet their own need for a continuing exchange of information and knowledge in its fields. In 1956, at its eighth annual Conference on Civil Liberties, 99 agencies were registered, and the majority of these take an active part in its year-round program.

The National Civil Liberties Clearing House hopes that it may continue to serve all responsible organizations that cherish our constitutional heritage of freedom, justice and equality under law.

"The attack (on the Bill of Rights) comes not only from without, but from our own indifference and failure of imagination . . . The pursuit of justice is not the vain pursuit of a remote abstraction; it is a continuing direction for our daily conduct . . . We will pass on a better Bill of Rights or a worse one, tarnished by neglect or burnished by growing use."

—EARL WARREN,

Chief Justice of the United States

Agencies registered as sending representatives or observers to the National Civil Liberties Clearing House Conferences on Civil Liberties for 1955-1956 include:

Amalgamated Clothing Workers of America—AFL-CIO
American Association for the Advancement of Science
American Association for the United Nations
American Association of University Professors
American Association of University Women, D. C. Branch
American Book Publishers Council
American Civil Liberties Union
American Committee for Cultural Freedom
American Council on Human Rights
American Ethical Union
American Federation of Labor - Congress of Industrial Organizations
American Federation of Teachers, AFL-CIO
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Library Association
A. M. E. Zion Church
American Nurses Association
American Political Science Association
American Psychological Association
American Public Welfare Association
American Veterans Committee
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Association on American Indian Affairs

Baptist Joint Committee on Public Affairs
B'nai B'rith
B'nai B'rith Women's Supreme Council
Brethren Service Commission
Catholic Committee of the South
Catholic Conference on Industrial Problems
Central Conference of American Rabbis
Central Labor Union of D. C.
Church of the Brethren
Common Council for American Unity
Communications Workers of America AFL-CIO
Congregational Christian Churches, Council for Social Action
Congress of Racial Equality
Council of Chief State School Officers

Delta Sigma Theta Sorority

Evangelical & Reformed Church, Commission on Christian Social Action

Federation of American Scientists
Freedom Agenda Program, Carrie Chapman Catt Memorial Fund
Friends Committee on National Legislation
Friends Committee on Race Relations
Friends Peace Committee
Fund for the Republic, Inc.

General Alliance of Unitarian Women
General Federation of Women's Clubs
Girl Scouts of the U.S.A.

Hadassah
Howard University
International Union of Machinists AFL-CIO
International Ladies Garment Workers Union, AFL-CIO
International League for the Rights of Man
International Union of Electrical Workers, AFL-CIO
International Union of Operating Engineers, AFL-CIO

Japanese American Citizens League
Jewish Labor Committee
Jewish War Veterans of the U.S.A.

League of Women Voters
Library of Congress
Lutheran Church—Missouri Synod Department of Public Relations

Methodist Church, Women's Division

National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Deans of Women
National Association of Jewish Center Workers
National Association of Social Workers
National Catholic Welfare Conference
National Committee Against Discrimination in Housing
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council on Agricultural Life and Labor
National Council for American-Italian Friendship
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
National Farmers Union
National Federation of Temple Sisterhoods
National Housing Conference
National Jewish Welfare Board
National Jewish Youth Conference
National Lutheran Council
National Religion and Labor Foundation
National Service Board for Religious Objectors
National Urban League

Oil, Chemical & Atomic Workers, AFL-CIO

Protestant Episcopal Church, National Council

Senate Subcommittee on Constitutional Rights
Southern Regional Council
Students for Democratic Action

Textile Workers Union of America——AFL-CIO
Union of American Hebrew Congregations
Unitarian Fellowship for Social Justice
United Automobile Workers of America, AFL-CIO
United Church Women
United Lutheran Church in America, Board of Social Missions
United Steelworkers of America, AFL-CIO

Washington Ethical Society
Washington Federation of Churches
Washington Home Rule Committee
Washington Urban League
Women's Alliance, All Souls' Church
Women's International League for Peace and Freedom

Young Women's Christian Association

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

DUpont 7-6300

1637 Massachusetts Ave., N. W., Washington 6, D. C.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet on

WEDNESDAY, JULY 18 - - - 2 to 4 o'clock

COMMUNITY ROOM, WASHINGTON POST BUILDING, 1515 L St., N.W.

This will be our final meeting before the summer recess. I hope you can attend.

Mary Alice Baldinger,
Executive Director

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7 - 6300

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Executive Director
MARY ALICE BALDINGER

November 2, 1956

Dear Friend:

We feel that everyone who knows the National Civil Liberties Clearing House will share our sorrow at the death of our chairman, the Rev. Dr. Earl Frederick Adams.

Dr. Adams died yesterday a few hours after he suffered a heart attack at the Washington Office of the National Council of Churches, of which he was General Director.

Funeral services will be held at the First Baptist Church, 16th and "O" Streets, N.W., at 2 o'clock Monday afternoon, November 5th. Friends may call at the church on Monday morning.

His family has requested that instead of sending flowers, anyone who wishes to may make a contribution to the Church World Service, 215 Fourth Avenue, New York 3, in his memory.

Sincerely yours,

Mary Alice Baldinger

Mary Alice Baldinger
Executive Director

RECEIVED NOV 5 1956

Matrichen for

Lin. Agr. 5 -
Hotel Statler, Wash. D.C.

cc: RHA
PA - along with incoming ltrs

January 23, 1957

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

I was glad to have your letter knocking off the two birds.

As to Bird One, I am looking forward to being at your conference, and meanwhile will expect to hear from you further about the details of the program.

As to Bird Two, we are in the process of revising and re-running the memo on pro-segregation groups in the South. That should be ready in a week or so, at which time we can supply the 350. For normal purposes, we have been charging a cost price of 5¢ per copy. I recognize that the Clearing House is a cooperative, shoe-string, operation and would waive the price if necessary. But if you have any small amounts available, a contribution toward the cost would help our somewhat frayed shoe-string.

With best regards,

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab

Dictated but not read

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

January 18, 1957.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Harold Fleming:

Do you have any objection to my trying to hit two birds with one stone? If not ---

Bird One. The Program Committee for our annual Conference is just delighted that you have promised to take part in our program on Friday, April 5, at the Hotel Statler here. I have told them of your suggestions, the day we talked on the telephone, about handling the deprivations of civil liberties involved in the intergration resistance movement. They will work it out at their meeting next Friday, and we will be in touch with you again subsequently. This letter is just a confirmation of time and place. And gratitude for your acceptance.

Bird Two. How well are you supplied with copies of the Pro-Segregation Groups in the South? If you could spare them, I would like to have 350 to send out to the Clearing House groups. It's extremely well done and extremely informative, and I know it would be veryvaluable to them.

Could you let me know about this? If we could have them, they should be mailed direct to our mailing service --

Mrs. Rose Moore,
AAA Letter Service,
Victor Building,
724 9th St., N. W.,
Washington, D. C.

HOLD FOR NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

With best regards,

Sincerely,

Mary Alice B.

Mary Alice Baldinger,
Executive Director.

HCF: 1/23/57

I just mailed the list to her -- did you want to write her?

EAB

No, thanks.
H.

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170 FIFTH AVENUE, NEW YORK 10, N. Y.
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Marie M. Runyon, *Membership Secretary*

January 17, 1957

Dr. George Mitchell
Southern Regional Council
63 Auburn Avenue, NE
Atlanta 3, Georgia

Dear Dr. Mitchell:

On November 28, 1956 I sent you a list of Southern Regional Council State Organizations asking that you send me an up-to-date list to whom we could send our 36th Annual Report. This is just a reminder that I have not received it; we would very much like to send the Report to your State Organizations.

Sincerely yours,

Margret R. Bloomer

Margret R. Bloomer
Administrative Assistant

February 6, 1957

A I R M A I L

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice Baldinger:

$10.00/CR
mha
2/6/57

Many thanks for the check, which goes a long way toward meeting the cost of the mimeographed reports. The 350 copies were mailed last Friday, addressed as you suggested.

I'm glad to learn that the program is shaping up so well. As for my part, I'll be glad to emphasize the civil liberties issues arising from the efforts to maintain segregated schools. It does occur to me that it would take someone professionally versed in constitutional law to give a proper picture of the mass of oppressive legislation enacted by Southern states. But that is something for you and the Program Committee to decide in the light of the total concerns of the conference.

Enclosed is yet another Special Report which you might find of interest. We expect it to be of value to people who will need specific references on post-school decision developments

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab
Encl. "The South and the Supreme Court's School Decisions"

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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CLARENCE MITCHELL
(National Association for the Advancement of Colored People)
ALAN BARTH
ELEANOR BONTECOU

•

Executive Director
MARY ALICE BALDINGER

January 31, 1957.

Mr. Harold Fleming,
Southern Regional Council, Inc.,
Room 432, 63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Harold Fleming:

Another two-birder.

One : I am so glad that you can let us have the 350 copies of the memo- on the southern pro-segregation groups. I am also glad that you are willing to forego your regular price on them, in sympathy with our chronic lack of funds. In sympathy with yours, I am attaching our check for $10 as a toaken payment; I hope it will be satisfactory.

In case my first letter about this isn't handy, here again is the address they should be mailed to --

Mrs. Rose Moore,
AAA Letter Service,
724 9th Street, N. W.,
Washington, D. C.

HOLD FOR NATIONAL
CIVIL LIBERTIES
CLEARING HOUSE

Two : As to the conference, the program is shaping up so well it almost ~~xxxxxx~~ scares me. I should think that within another week it will be completely jelled and we can get the programs printed and out. At the Program Committee meeting the other day I told them of your concern with the deprivations of civil liberties arising from the resistance to integration. They agree that this is an extremely important aspect, and they wonder if you will use it in the framework of your talk on education. They think the two will combine well. What do you think? Will you let me know?

Sincerely,

Mary Alice B.

Mary Alice Baldinger,
Executive Director.

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

RECEIVED MAR 8 1957

March 5, 1957

Dear Friend:

The National Civil Liberties Clearing House invites you to attend its ninth annual Conference on Civil Liberties, which will be held at the Hotel Statler in Washington on Thursday and Friday, April 4 and 5.

The Clearing House conference offers associated organizations and other invited groups an opportunity to meet together for joint consideration of the status of our individual rights and liberties, and for mutual interchange and consultation on the problems that lie ahead, as well as those we face today.

Ninety-nine agencies indicated their interest in the information - sharing program of the Clearing House in these fields by their attendance at our 1956 conference, and we expect that this year's meetings will bring together an even larger roster of organizations.

Since this year the increased facilities afforded by the Statler will enable us to accommodate a considerably larger number of conference participants, we hope that your organization will notify its locals and affiliates that they will be welcome to attend, in addition to your national staff and officers.

A registration form for the conference is enclosed, along with the program. We hope that you will return it promptly. Also, will you please send the Clearing House office the names of your local groups to which you would like to have invitations mailed?

Sincerely yours,

Kenneth M. Birkhead

Kenneth M. Birkhead,
American Veterans Committee

Ralph F. Fuchs

Ralph F. Fuchs,
American Association of
University Professors.

Co-Chairmen, 1957
Conference Program Committee.

REGISTRATION FORM

TO: National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N.W.
Washington 6, D. C.

FROM: (Name and Address
of Organization .....

.....

The following will attend the Ninth Annual Conference on Civil Liberties at the Hotel Statler, Washington, D. C., on April 4 and 5, 1957. *Our check covering the registration fee of $5.00 per person, plus cost of meals checked below for each, is enclosed.*

NAME	ADDRESS	REGISTRATION FEE	DINNER APRIL 4	LUNCHEON APRIL 5	SPECIAL RATE-$14.00*

Reservations accepted only when accompanied by advance payment.

PLEASE MAKE CHECKS PAYABLE TO THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

Because of the necessity for guaranteeing the number of people at each meal, organizations are asked to send us their reservations as soon as possible.

SCHEDULE OF CONFERENCE CHARGES

Payment of $5.00 registration fee for each representative, and payments for dinner and luncheon reservations, must be made in advance. Cost of meals includes gratuity.

Dinner ..... $ 6.00

Luncheon 4.00

Registration 5.00

Single-session registration, (without meal) ..... $ 1.50

SPECIAL RATE for entire conference, covering all items above $14.00*

Organizations planning to be represented should make their own hotel reservations as early as possible.

File

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Kenneth M. Birkhead

Kenneth M. Birkhead,
American Veterans Committee

Ralph F. Fuchs

Ralph F. Fuchs,
American Association of
University Professors.

Co-Chairmen, 1957
Conference Program Committee.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

ninth annual conference

April 4 and 5, 1957
Hotel Statler
Washington, D. C.

Program

Thursday, April 4

1:00 p.m. Registration

2:00 p.m. Opening Session ..... Federal Room

Welcome to Conferees ..... HERMAN EDELSBERG,
Anti-Defamation League of B'nai B'rith and Chairman, National Civil Liberties Clearing House

THE INDUSTRIAL SECURITY PROGRAM AND INDIVIDUAL LIBERTIES

Session Chairman ..... BENJAMIN D. SEGAL,
President, Local 189, American Federation of Teachers, and Trade Union Consultant, The Fund for the Republic

The Bases for a Sound Program ..... DUDLEY B. BONSAL,
Chairman, Special Committee on the Federal Loyalty-Security Program of the Association of the Bar of the City of New York

The Program in Action ..... GEORGE MACCLAIN,
Special Assistant and Legal Adviser to the Director, Office of Industrial Personnel Security Review, Department of Defense

Panel Presentations—

WALTER E. DILLON, *Attorney; President, Junior Chamber of Commerce of the District of Columbia*

WILSON MCMAKIN, *Vice President and Director of Industrial Relations, American Cable and Radio Corporation*

BENJAMIN C. SIGAL, *General Counsel, International Union of Electrical, Radio and Machine Workers, AFL-CIO*

DAVID N. SHAPIRO, *Volunteer Counsel, American Civil Liberties Union*

CONFERENCE DISCUSSION

6:30 p.m. Registration

7:00 p.m. Dinner Meeting ..... Federal Room

Chairman ..... MR. EDELSBERG

OUR TEN-YEAR SEARCH FOR SECURITY AND LIBERTY

Introductory Remarks .... SENATOR RICHARD L. NEUBERGER, *Presiding*

Address ..... ELMO ROPER,
Public Opinion Analyst and Chairman of the Board of the Fund for the Republic

CONFERENCE DISCUSSION

Friday, April 5

CHALLENGES TO EQUALITY, 1957—INVENTORY AND FORECAST

9:00 a.m. Registration

9:30 a.m. Morning Meeting ..... South American Room

THE RIGHT TO EQUAL PROTECTION AND EQUAL PRIVILEGES

Session Chairman ..... KENNETH M. BIRKHEAD, *American Veterans Committee*

The Right to Vote ..... PATRICK MURPHY MALIN, *Executive Director, American Civil Liberties Union*

Resistance to the Supreme Court's School Decisions .. HAROLD FLEMING, *Executive Director, Southern Regional Council*

The Drive Against Private Organizations ..... BOYD L. PAYTON, *Southern Director, Textile Workers Union of America, AFL-CIO*

The Government's Role in Defending Civil Rights, WARREN OLNEY, III, *Assistant U. S. Attorney General*

CONFERENCE DISCUSSION

12:30 p.m. Luncheon Meeting ..... Federal Room

Session Chairman ..... DR. RALPH F. FUCHS, *American Association of University Professors*

A Southern Case History: One Community and the Klan
THE REV. CLARENCE JORDAN, *Director, Koinonia Community, Americus, Ga.*

The Congress and Civil Rights ..... REP. RICHARD BOLLING

CONFERENCE DISCUSSION

2:30 p.m. Concluding Session ..... Federal Room

EQUAL OPPORTUNITY IN HOUSING AND EMPLOYMENT

Session Chairman ..... BORIS SHISHKIN, *Director, Civil Rights Department, AFL-CIO*

Housing ..... FRANK SIMPSON, *Executive Secretary, Connecticut Commission on Civil Rights*

Employment ..... HERBERT HILL, *Lebor Secretary, National Association for the Advancement of Colored People*

The Role of the State Agency ..... CHARLES ABRAMS, *Director, New York State Commission Against Discrimination*

CONFERENCE DISCUSSION

5:00 p.m. Adjournment

The National Civil Liberties Clearing House

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ELEANOR BONTECOU

Committees for the Conference

Chairman.....HERMAN EDELSBERG

Co-Chairmen for the Conference.....KENNETH M. BIRKHEAD, DR. RALPH F. FUCHS

Arrangements.....IRMA PIEPHO, *chairman;* ROSALINE FISHER, OLINDA ROETTGER

Attendance.....OLYA MARGOLIN, *chairman;* PATRICIA HARRIS, VIRGINIA KINNAIRD, CHARLES M. SMITH

Conference Report.....ROBERT W. FRASE, *chairman;* DAVID A. BRODY, WARREN GRIFFITHS, BETTY DOUGLAS, FRANK S. KETCHAM, MIKE M. MASAOKA

Hospitality.....JULIA THOMPSON, *chairman;* MARTHA ARIES, JULIA BENNETT, HELEN BERTHELOT, GLADYS IRWIN, JUNE WILLENZ

Literature.....DENISE TOUROVER, *chairman;* JOHN CHENEY, GORDON HAZLETT, HELEN STEINBARGER

Press.....JOHN GUNTHER, *chairman;* KATHERINE JANSSON, PAUL SIFTON

Program.....MR. BIRKHEAD, DR. FUCHS, KENNETH MEIKLEJOHN, MARTHA MILLS, CLARENCE MITCHELL, BENJAMIN D. SEGAL, BORIS SHISHKIN

Registration.....JEANETTE HADLEY, *chairman;* CHARLOTTE FRIEDMAN, EDNA STRAUSS

Executive Director.....MARY ALICE BALDINGER

(Flowers by courtesy of FLOWERS, Inc.)

In Memoriam
DR. EARL F. ADAMS
May 28, 1900 November 1, 1956
General Director of the Washington Office,
National Council of Churches
Chairman, National Civil Liberties Clearing House,
1955-1956

Agencies which were registered as having representatives or observers at the National Civil Liberties Clearing House Conferences on Civil Liberties for 1955-56 included:

Amalgamated Clothing Workers of America—AFL-CIO
American Association for the Advancement of Science
American Association for the United Nations
American Association of University Professors
American Association of University Women, D. C. Branch
American Book Publishers Council
American Civil Liberties Union
American Committee for Cultural Freedom
American Council on Human Rights
American Ethical Union
American Federation of Labor - Congress of Industrial Organizations
American Federation of Teachers, AFL-CIO
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Library Association
A. M. E. Zion Church
American Nurses Association
American Political Science Association
American Psychological Association
American Public Welfare Association
American Veterans Committee
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Association on American Indian Affairs

Baptist Joint Committee on Public Affairs
B'nai B'rith
B'nai B'rith Women's Supreme Council
Brethren Service Commission
Catholic Committee of the South
Catholic Conference on Industrial Problems
Central Conference of American Rabbis
Central Labor Union of D. C.
Church of the Brethren
Common Council for American Unity
Communications Workers of America AFL-CIO
Congregational Christian Churches, Council for Social Action
Congress of Racial Equality
Council of Chief State School Officers

Delta Sigma Theta Sorority

Evangelical & Reformed Church, Commission on Christian Social Action

Federation of American Scientists
Freedom Agenda Program, Carrie Chapman Catt Memorial Fund
Friends Committee on National Legislation
Friends Committee on Race Relations
Friends Peace Committee
Fund for the Republic, Inc.

General Alliance of Unitarian Women
General Federation of Women's Clubs
Girl Scouts of the U.S.A.

Hadassah
Howard University
International Union of Machinists AFL-CIO
International Ladies Garment Workers Union, AFL-CIO
International League for the Rights of Man
International Union of Electrical Workers, AFL-CIO
International Union of Operating Engineers, AFL-CIO

Japanese American Citizens League
Jewish Labor Committee
Jewish War Veterans of the U.S.A.

League of Women Voters
Library of Congress
Lutheran Church—Missouri Synod Department of Public Relations

Methodist Church, Women's Division

National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Deans of Women
National Association of Jewish Center Workers
National Association of Social Workers
National Catholic Welfare Conference
National Committee Against Discrimination in Housing
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council on Agricultural Life and Labor
National Council for American-Italian Friendship
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
National Farmers Union
National Federation of Temple Sisterhoods
National Housing Conference
National Jewish Welfare Board
National Jewish Youth Conference
National Lutheran Council
National Religion and Labor Foundation
National Service Board for Religious Objectors
National Urban League

Oil, Chemical & Atomic Workers, AFL-CIO

Protestant Episcopal Church, National Council

Senate Subcommittee on Constitutional Rights
Southern Regional Council
Students for Democratic Action

Textile Workers Union of America——AFL-CIO
Union of American Hebrew Congregations
Unitarian Fellowship for Social Justice
United Automobile Workers of America, AFL-CIO
United Church Women
United Lutheran Church in America, Board of Social Missions
United Steelworkers of America, AFL-CIO

Washington Ethical Society
Washington Federation of Churches
Washington Home Rule Committee
Washington Urban League
Women's Alliance, All Souls' Church
Women's International League for Peace and Freedom

Young Women's Christian Association

(Conference attendance is limited to invited individuals and organizations.)

The National Civil Liberties Clearing House

. . . is a voluntary association of independent national organizations for the promotion of knowledge and the exchange of factual information, educational materials, opinions and ideas in the fields of civil liberties, civil rights, intellectual freedom and other human rights.

. . . is limited both in its continuing program and its annual conferences to the promotion of education and the exchange of information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its Conferences on Civil Liberties to bring together representatives of its associated groups and other invited agencies for free, full and informed inter-organizational discussions and analysis of current issues, and for consideration of ways by which they may help to strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W. Washington 6, D. C. Dupont 7-6300

Memo from : NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W.,
Washington 6, D. C. -- DUpont 7-6300

To : Harold Fleming

FOR YOUR INFORMATION

We are looking forward to having you with us at our ninth annual conference next week.

The program participants for your session should meet a little in advance of that part of the conference to talk over their presentations.

This meeting will be held in the MICHIGAN ROOM on the Hotel Statler's second floor, at 9:25 a.m. o'clock on Friday, April 5.

The conference's Information Desk in the second-floor lobby will direct you if you will check there.

FOR OUR INFORMATION

Our chairman for your session would like very much to receive pertinent background information about yourself to use in preparing his introduction for you.

Will you send me any material you have which you think will be helpful to him?

With thanks, and best regards,

Mary Alice

Mary Alice Baldinger,
Executive Director.

Number 48 January, 1957

RECEIVED FEB 8 1957

CIVIL LIBERTIES BULLETIN

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W. --- Washington 6, D. C. - DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Director, Mary Alice Baldinger.

PLANS FOR THE ANNUAL CLEARING HOUSE CONFERENCE ARE NEARING COMPLETION

Program planning for the ninth annual Conference on Civil Liberties, to be held on Thursday and Friday, April 4 and 5, is almost completed. We expect to present a distinguished roster of speakers on current issues in the fields of civil rights and liberties. Among those who are already scheduled to take part in the program are Elmo Roper, public opinion analyst and Chairman of the Board of the Fund for the Republic; Dudley B. Bonsal, chairman of the New York City Bar Association's Special Committee on the Federal Loyalty-Security Program; Warren Olney III, Assistant Attorney General; Harold Fleming, executive director of the Southern Regional Council; Charles Abrams, head of the New York State Commission on Discrimination; Frank Simpson, executive secretary of the Connecticut Commission on Civil Rights; Patrick Murphy Malin, director of the American Civil Liberties Union; and Congressman Richard Bolling of Missouri.

This year the conference will be held at the Hotel Statler. With more room at our disposal, we will be able to accommodate a larger number of participants, and organizations may, if they wish, invite representatives of their locals or affiliates to attend, in addition to their national offices. We expect that a larger number of agencies will be represented, since this Clearing House conference is being held in cooperation with the Industrial Security Conference which met in Washingtin in 1955.

The conference program and registration forms will be sent out in mid-February.

Serving on the Program Committee are Kenneth M. Birkhead, American Veterans Committee, and Dr. Ralph F. Fuchs, American Association of University Professors, co-chairmen; Herman Edelsberg, Anti-Defamation League of B'nai B'rith and chairman of the Clearing House; Kenneth Meiklejohn, International Ladies Garment Workers Union; Martha Mills, League of Women Voters; Clarence Mitchell, National Association for the Advancement of Colored People; Boris Shishkin, AFL-CIO; and Benjamin D. Segal, trade union consultant, the Fund for the Republic, and president of Local 189, American Federation of Teachers.

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SENATE AND HOUSE GET PROPOSALS
FOR IMMIGRATION LAW REVISIONS

The tragic plight of the Hungarian refugees has dramatized the need for reform of our basic immigration laws and has resulted in a spate of congressional activity. While it is too early to predict what Congress will do in the immigration field, some liberalization of our immigration laws, as well as some refugee-relief legislation, can be expected during the 85th Congress.

President Eisenhower, in his State of the Union message, called for prompt enactment of legislation to regularize the status in the United States of the Hungarian refugees brought here under the "parole" provision of the McCarran-Walter Act. The President also stated that he would shortly send up a special message recommending changes in the basic immigration law that are necessary in the light of our world responsibilities. The President is expected to send up this special message some time in the week of January 28.

Senator Watkins and Congressman Keating have already reintroduced last year's Administration proposals. First introduced last session, the bills provide for drastic revision of the McCarran-Walter Act, even though they do not specifically depart from the national origins quota system. They call for revision of the overall immigration quota, from 154,000 to some 220,000, and provide for regional pooling of unused quotas, as well as a substantial number of procedural reforms.

Also aimed at "modernizing" immigration law in line with the President's wishes is a bill sponsored jointly on January 25 by five Republican Senators -- Ives and Javits of New York, Smith and Case of New Jersey, and Saltonstall of Massachusetts. This would bring to 250,000 the total of immigrants to be admitted, and according to Senator Ives would end "discrimination against people from Southeastern Europe" and "wipe out procedural injustices" in the present law.

A more comprehensive bill has been introduced in the House by Congressman Celler, joined by 27 Democrats. The Celler bill retains the basic features of the omnibus Lehman-Celler bill introduced in the last two Congresses, but departs from the Lehman bill in two respects. It would place the administration and responsibility over immigration and naturalization matters in the Department of Justice, in the hands of a Director of a Bureau of Immigration and Citizenship, who would be given the rank of an Assistant Attorney General. (The Lehman bill placed administration of the law in the hands of a Commission on Immigration and Naturalization.)

The second change relates to the manner of selecting immigrants for admission to this country. Like the Lehman bill, the Celler bill abolishes the discriminatory national origins quota system, but instead of calculating the quota ceiling on the basis of the 1950 census, the Celler bill provides for a total annual quota of 250,000, based on the average number of immigrants actually admitted into the United States within the last decade. These 250,000 quota visas are to be distributed among the five following categories: 1) family unification; 2) occupation; 3) refugee asylum; 4) national interest; and 5) resettlement. No more than 15 per cent of the visas in each category may be issued to the inhabitants of any single country. Each year, under the Celler bill, the President would be required to submit to Congress the proposed breakdown for each of the five categories, and the proposed allocation would go into effect, unless Congress disapproved by a concurrent resolution.

Congressman Walter, Chairman of the House Immigration Subcommittee, has promised to hold hearings on the Celler bill. In the meantime, Walter has opened up an investigation of the Hungarian refugee program to determine whether any Communists have

slipped into the country under the program, and also to determine whether the parole provision of the McCarran-Walter Act was designed to cover a situation such as the mass admission of 15,000 Hungarian refugees.

-- David A. Brody,
Anti-Defamation League of B'nai B'rith.

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CIVIL RIGHTS HEARINGS ARE
SCHEDULED IN THE HOUSE

Civil rights bills have been introduced in both Houses of Congress.

In the Senate, Democrats have proposed bills covering the twelve points set forth in the Truman Committee report of 1947. Some Republicans have joined in sponsoring these several bills. Senator Dirksen and some 30 Republican co-sponsors introduced the Eisenhower package which passed the House by a more than 2-to-1 majority in the summer of 1956. All these bills have been referred to the Senate Judiciary Committee, where similar proposals died because of filibuster and inaction in the 84th Congress. Senator Thomas C. Hennings (D., Mo.) is the Chairman of the Subcommittee on Constitutional Rights, of which the members are Senators Olin D. Johnston (D., S. C.); Joseph C. O'Mahoney (D., Wyo.); Sam J. Ervin, Jr., (D., N. C.); William Langer (R., N. D.); Arthur V. Watkins (R., Utah); and Roman L. Hruska (R., Neb.). However, Committee Chairman Eastland has thus far failed to refer the bills to the Subcommittee.

In the House, many measures have been introduced, with the Judiciary Committee's Chairman, Emanuel Celler (D., N. Y.) and the ranking Republican member, Kenneth B. Keating of New York, among the leaders in sponsorship. The bills are before Subcommittee No. 5 of the Judiciary Committee, made up of Democrats Celler, chairman, and Rodino of New Jersey, Rogers of Colorado, and Holtzman of New York, and Republicans Keating, McCulloch of Ohio and Miller of New York.

This Subcommittee has announced four days of hearings, February 4-7. In announcing the hearings they asked those organizations and witnesses that appeared before the Committee in the previous Congress to forego personal appearances and submit any additions or modifications of their earlier testimony in writing. It is expected that the full House Judiciary Committee will approve by mid-February a bill similar to H. R. 627, 84th Congress, which passed the House last Summer.

Supporters of civil rights both in and out of Congress are wary of rumored proposals for compromise civil rights legislation. This uneasiness results from the fact that the compromises seem to be originating with long-time opponents of equality legislation.

Rules Change Proposals

Senators Douglas of Illinois and Ives of New York have taken the lead in a bipartisan block in presenting a proposal to amend Rule 22 of the Senate to permit cloture in two days by two-thirds of the Senators present and voting, and/or after 15 days of debate by an affirmative vote of one-half of the entire membership of the Senate, plus one (49 as the Senate is now constituted). Indications are that this proposal will receive substantial backing by civil rights advocates.

The two Party leaders in the Senate, Johnson and Knowland, are the principal sponsors of a proposal which would (1) permit cloture on all questions by two-thirds

of those present and voting, and (2) specifically add to the rules a provision that they carry over from one Congress to the next and that they not be amendable except under procedures provided in the rules. This second proviso is an apparent attempt to overcome the effects of Vice President Nixon's opinion, presented to the Senate on January 4, 1957, that: Each new Senate has the constitutional right to adopt its rules, and any rule which would interfere with this right, specifically Section 3 of Rule 22, is unconstitutional and of no force or effect.

-- John J. Gunther,
Americans for Democratic Action.

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THE BRICKER AMENDMENT
IS RE-INTRODUCED

S. J. Res. 3 is the 1957 version of the amendment which Senator Bricker introduced in the 82nd and 84th Congresses. The new wording of the resolution follows:

"Sec. 1. A provision of a treaty or other international agreement not made in pursuance of this Constitution shall have no force or effect. This section shall not apply to treaties made prior to the effective date of this Constitution.

"Sec. 2. A treaty or other international agreement shall have legislative effect within the United States as a law thereof only through legislation, except to the extent that the Senate shall provide affirmatively, in its resolution advising and consenting to a treaty, that a treaty shall have legislative effect.

"Sec. 3. An international agreement other than a treaty shall have legislative effect within the United States as a law thereof only through legislation valid in the absence of such an international agreement.

"Sec. 4. On the question of advising and consenting to a treaty, the vote shall be determined by yeas and nays, and the names of the Senators voting for and against shall be entered on the journal of the Senate."

Much of the 1957 version of the Bricker Amendment repeats the language of S. J. Res. 1 of 1955. A report on this earlier version, made by the Association of the Bar of the City of New York is entitled "A Continued Defense of the Constitution Against the Bricker Proposals". Copies of it may be obtained at the Bar Association office, 42 West 44th Street, New York, or at the Washington office of the A.A.U.N., 1420 New York Avenue, N. W. Reference is also made to the Congressional Record for Monday, January 7, 1957, where Senator Bricker (at page 259) explains his amendment.

Generally, one detects retreat from a direct exposition of many of Senator Bricker's previously-announced objectives to an attempt to obtain somewhat the same effect by legislative interpretation. In Section 1, Senator Bricker has inserted a sentence stating that his amendment would not invalidate the treaty ending the Revolutionary War (a criticism that had been directed at previous versions of the amendment). It appears that passage of the amendment as presently worded would make necessary a review of all treaties concluded since 1787. Senator Bricker has stated that "Section 2 is intended to be prospective and also retroactive to the effective date of the original Constitution."

The Senate Judiciary Committee's standing subcommittee on constitutional amendments, which would be the first body to consider S. J. Res. 3, is composed of Senators Kefauver (chairman), Hennings, Eastland, Langer, and Dirksen.

-- Katherine D. Jansson,
American Association for the
United Nations.

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NAACP IS UNDER FIRE
IN EIGHT STATES

The National Association for the Advancement of Colored People, principal protagonist in efforts to effect public school desegregation, has been the object of special legislation, court action or official restraint in eight states, according to a Southern School News survey.

The NAACP participated in the original Brown case and has initiated or become involved in all but a few of the school entry cases settled or under litigation in the 17 southern and border states having statutory segregation. This has brought legislation described as "punitive" or generally circumscribing NAACP activity. In three states the organization has been barred from doing business. Other approaches against the NAACP has included investigations launched by legislative or administrative agencies and direct legal attacks seeking to enjoin further operations under new or existing laws.

Injunctions in Effect

Temporary injunctions restraining the NAACP from operation are in effect in Alabama, Louisiana and Texas. In Alabama, where the NAACP announced its dissolution, the state supreme court has upheld a $100,000 contempt of court fine against it for refusing to produce certain records sought in connection with a suit to drive it out of the state. The suit was brought under state laws requiring that out-of-state corporations doing business in the state register with the secretary of state.

A 1924 law designed to curb the Ku Klux Klan -- by requiring that lists of membership be filed by all organizations operating in the state except the National Guard and churches -- was the basis on which the NAACP was enjoined in Louisiana. After a state appeals court decision raised some question as to the jurisdiction of the lower state court in restraining the organization, efforts to reactivate were made last month. However, with meetings threatened by police raids, spokesmen for the organization announced the group was still inactive and was contemplating compliance with the law.

Officer Jailed

And in Georgia, an NAACP branch president was jailed briefly on a contempt charge and a $25,000 fine was levied against the organization pending submission of records sought by the state in a tax investigation. The NAACP, however, has not been barred from operation in Georgia, though legislation for this purpose is under consideration.

Membership in the NAACP by government employes, including teachers, is unlawful in Louisiana and South Carolina.

Investigations of the NAACP have been launched by legislatures or state government officials in Florida, Georgia, South Carolina and Texas, and in Mississippi the organization presumably is under surveillance by the State Sovereignty Commission, a "watchdog" body which reports on the activities of pro-integrationists.

In South Carolina, a legislative committee has been investigating the activities of the NAACP on the campus of South Carolina State College for Negroes.

Virginia, North Carolina and Texas have laws requiring registration of groups seeking to influence legislation. In North Carolina, the NAACP initiated a test suit against the attorney general in respect to statutes requiring registration of out-of-state corporations and lobbying groups.

A number of states have adopted legislation bearing on alleged NAACP activity, including barratry (solicitation of law suits). At its 1956 session the Virginia General Assembly passed seven such measures, including one which creates a legislative committee to investigate the activities and tax-exempt status of organizations seeking to influence, encourage or promote litigation involving racial relations. (Copies of the Virginia laws are available from the National Civil Liberties Clearing House, on request.)

The validity of these measures has been attacked in federal court actions brought in behalf of the NAACP and its Legal Defense and Education Fund.

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FEDERAL EMPLOYEE SECURITY PROGRAM:
RECENT PROPOSALS

Cole v. Young, 351 U.S. 536, handed down on June 11, 1956, in a 6-3 decision by Mr. Justice Harlan, held that the Eisenhower Executive Order #10450 on Federal Employee Security was not properly based on Public Law #733 in terms of its application to non-sensitive positions.

The Court pointed out that P.L. 733 authorized dismissals only upon a determination that such dismissals are "necessary and advisable in the interests of the national security." The Court then stated that the term "national security" was intended to include only those activities of the Government directly concerned with the protection of the nation from internal subversion or foreign aggression. The Supreme Court concluded that only Government employees in positions sensitive to our national security were intended to be covered. Therefore, the Court said, President Eisenhower did not have the authority under P.L. 733 to extend the Security Order to all federal employees regardless of the sensitivity of their positions.

Soon after the Court handed down its decision in the Cole case, legislation was proposed in the 84th Congress designed to overrule the effect of the Court's decision. In the Senate, Senators Joseph McCarthy, James Eastland, and Karl Mundt introduced proposals which would have amended P.L. 733 by simply expressing the intent that nothing in the law should preclude its coverage of all Federal employees. On the House side, Congressman Francis Walter sponsored a bill which would have amended P.L. 733 more drastically than the Senate proposals. It would have equated the term national security with national welfare, as opposed to the Supreme Court's

interpretation of the original Congressional definition in terms of subversion and aggression. Congressman Edward H. Rees, also impelled by the Cole decision, introduced a bill which would have separated the concept of security from loyalty, setting up a loyalty program with considerable procedural rights for the employee. Legislation along similar lines can be expected to be introduced in the 85th Congress.

These proposals present an interesting dilemma to those who are desirous of maintaining a security program as broad as the Eisenhower one.

In terms of the Cole case, the Senate proposals may not, and probably do not, contain language sufficiently specific to express a congressional intent to overcome the Supreme Court's definition of national security. The Walter bill does this, but, in so doing, of necessity it has had to adopt language which stretches the meaning of security to welfare. Such a definition virtually repeals the long statutory limitation upon the Executive power to hire and fire in the form of various Civil Service statutes.

Employees in non-sensitive positions, as defined by the Court in Cole v. Young, are subject to the suitability regulations promulgated by the Civil Service Commission, one of which provides that if a reasonable doubt exists as to an employee's loyalty, he might be unsuitable. The Civil Service Commission is presently re-evaluating its loyalty-suitability regulations.

Years of intimate contact with the various employee programs has convinced the American Civil Liberties Union that much of the abuse in their administration results from the invalidity of initial determinations made by the security officer. The Union often encounters this kind of abuse elsewhere in the administrative process, i.e., the permitting of the administrative officer, acting quasi-judicially, to base much of his determination on personal predilection, rather than on prescribed factors.

ACLU Recommendations

The Union has recently recommended that when a question of loyalty or security is involved in considering suitability or fitness for government employment, the person making the decision that charges be preferred against an employee or prospective employee on such ground should be required to set forth his determination in a written, reasoned decision, relating the evidence to specified criteria. He should be required to set forth a fair summary of the case, including all the evidence in support and rebuttal of his findings, omitting only security-classified evidence. Names of parties need not be mentioned. The form of the decision would be similar to those made in the immigration field, with the use of letters to signify people.

The requirement of fully writing a determination and the bases therefor by the security officer and making such determination a matter of public disclosure would result in a safeguard against the worst abuse of any administrative process -- unreviewable and undisclosable decision making.

In addition there is an absence of training for security officials in the correct assembling and evaluation of materials considered as 'evidence.' The Union believes that this results in many situations in which the individual employee is subject to an unfair and biased decision, and is one of the reasons for the severe criticism leveled at the program. The Union has suggested that this problem could be relieved by a clear-cut instruction such as the following:

"All government agencies should institute what the Department of Defense has already authorized, an intensive training and refresher program for all investigators, security officials, hearing officers, and all others having anything to do with loyalty or security programs, in order that they may more accurately assemble and evaluate the material which may be under consideration as 'evidence.'"

-- Irving Ferman,
American Civil Liberties Union.

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HOME RULE COMMITTEE
EXPANDS ITS PROGRAM

The Washington Home Rule Committee, for several years the leading force in the movement for local self-government in the District of Columbia, has recently expanded its program to include in its objectives an amendment to the Constitution to permit the people in the District to vote for President and Vice President. It has done so because Home Rule supporters have always favored the vote for President although they believe that logically local self-government should come first. The vote for President is also endorsed by virtually every other local group interested in suffrage.

Since the new Congress started on January 3, 1957, several measures have been introduced to provide one form or other of suffrage for the District. Congressman Wier has introduced the Home Rule bill. Congressman Auchincloss has sponsored the bill to give the District simply a non-voting delegate in the House. Both he and Congressman Broyhill have introduced resolutions to amend the Constitution to provide for the vote for President and Vice President. The Home Rule bill will be introduced in the Senate in the near future under the auspices of a number of Senators.

To avoid confusion these various proposals should be separately identified. The Home Rule bill, which has three times passed the Senate but never the House, provides for an elected local legislature, i.e., a city council which would pass all local laws, including tax laws and appropriation laws relating to the District of Columbia and thus relieve Congress of that burden. It also provides for an elected school board and an elected non-voting delegate in the U.S. House of Representatives. Finally, it provides for a mayor appointed by the President. Such a mayor-city council local government would give the District full local self government and would let the District citizens deal directly with their own problems by electing their own officials. The Home Rule bill will probably go through the Senate again fairly easily during 1957, but the House District Committee, which in past years has prevented the bill from reaching the House floor for debate, may continue to be a roadblock.

The proposed vote for President is entirely consistent with Home Rule. There is no conflict between the two proposals. However, the vote for President requires an amendment to the Constitution, because only States are entitled to electoral college representation and the District is not a State. The proposed amendment would not make the District a State but would give the District the same electoral college representation to which it would be entitled if it were a State. There is no serious opposition to this proposal, but in past years it has been tied to a proposal for national voting representation in Congress, i.e., Senators and Representatives from the District, to which there has been great opposition in Congress. Senators are reluctant to dilute their strength by enlarging the national legislative body. With united community support the proposal for the vote for President may

obtain the necessary 2/3rd vote of each House of Congress, but even then it would require ratification by the legislatures of 3/4th of the States within 7 years in order to become an amendment to the Constitution. At best this is a long-haul proposition whereas Home Rule requires only an act of Congress.

-- Philip B. Brown,
Washington Home Rule Committee.

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EXPULSION OF THE
JEWS FROM EGYPT

The adoption by the General Assembly of the United Nations of the Universal Declaration of Human Rights on December 10, 1948, was a historic moment in man's long effort to give universal legal expression to the doctrine of human equality. It is a curious irony of history that it was Egypt which in November 1946 proposed a United Nations resolution to the effect that it was in the interests of humanity to put an immediate end to religious and racial persecution and discrimination, and to call on governments to exert every effort toward that end. By December 1956, ten years later, the Egyptian government was violating every article in the Universal Declaration of Human Rights by officially undertaking a campaign to uproot the Jews of Egypt.

According to available information, there are approximately 50,000 Jews in Egypt. 15,000 of these are stateless, though they have been living in Egypt for generations; 16,000 are nationals of other countries. As of this time, Egypt has ordered thousands of Jews to leave the country within a period ranging from seven to thirty days. The details of the program are being administered under the direction of the State Security Cadres, an agency of the Egyptian Ministry of Interior, which includes more than 6,000 former Nazis who have assumed Egyptianized names.

About 6,000 refugees have reached lands of freedom within the past few weeks. According to their reports and the reports of other reliable agencies, the property of Jews, who have lived in Egypt for generations and who had built up substantial businesses, has been confiscated or sequestered by the Egyptian government. Bank accounts of Jews are frozen and no transaction with bonds or similar papers is permitted. Owners and managers come to their offices to find their businesses sealed. The names of all Jewish lawyers have been struck from the lists of the bar. Jewish schools have been closed.

In addition, the Egyptian government is conducting a subtle campaign of psychological intimidation under pressure of which Jews are terrorized into committing themselves "voluntarily" to leave the country, and in the case of those who are citizens, to relinquish their citizenship.

Of the 967 refugees who arrived in Naples in January 1957, almost all had spent weeks and even months in concentration camps and prisons. Many reported brutal police methods to extort written pledges that they would never return. In addition to the sequestration of property orders, there has been a systematic impoverishment of the great mass of Egyptian Jewry depriving them of the means of livelihood. Firms employing Jews have been requested to discharge them and have acted accordingly. Jews have been dismissed without compensation from public enterprises and services in which they were employed. Hostages have been taken from nearly all Jewish families to deter those who escape from reporting the facts.

Israel's Foreign Minister, Mrs. Golda Meir, has sent a formal complaint to the United Nations Secretary General charging the Nasser government with violating the Geneva Conference of 1949 providing for the protection of civilians in times of war, as well as violating the United Nations Convention on Genocide and the Universal Declaration of Human Rights to which Egypt is a signator. It was charged that the guaranties of the right to life, liberty and security of person, to nationality, to own property, fundamental rights of human beings and recognized as such by every civilized government, have become a scrap of paper to the present rulers of Egypt.

Human society has not yet reached a level where the guaranty of fundamental human rights is universally enforceable. Nevertheless, human society has not yet become so universally cynical that a concerted expression of moral indignation of the nations of the world is ineffectual. If the international community remains silent in the face of Egypt's treatment of Jews, all its declarations and resolutions can hardly be considered more than pious expressions. The civilized peoples of the world cannot afford to sit idly by while Egypt follows the disastrous pattern of Hitler. The Universal Declaration of Human Rights must be universally observed and appropriate steps to that end should be taken by the United Nations.

-- Denise Tourover,
Hadassah.

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RACIAL DESIGNATIONS
ARE ENDED BY ARMY

Military orders issued by the Department of the Army will no longer contain racial designations, Rep. Henry S. Reuss (D., Wis.) announced on January 18. The Congressman said he had been informed by Deputy Assistant Secretary of Defense Stephen S. Jackson that the use of written designations -- such as "Negro" and "Caucasian" -- to identify the race of personnel listed in Army orders would be abandoned beginning February 1.

The announcement followed a correspondence in which Congressman Reuss first protested the use of such designations, in a letter to Secretary of Defense Wilson in August of last year, as not being in keeping with the spirit of integration in the Armed Services, and said that "despite official policies of non-discrimination, their continued use obviously makes much easier evasion of such policies."

Although the Defense Department at first replied that "unintentional degrees of segregation could conceivably result" if the designations were not in use, it subsequently informed the Congressman that the Army was re-evaluating its policy, and the decision for the Feburary 1 change of policy was apparently the result. Rep. Reuss called this "a great step forward in insuring that there will remain no vestige of racial discrimination against any American serving his country in the Army."

-- Kenneth M. Birkhead,
American Veterans Committee.

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ORGANIZATIONAL PROGRAMS AND PEOPLE

Calling the guarantee of full civil rights for every American the "number one civil liberties issue before the nation," the American Civil Liberties Union has announced a major organizational effort in the South to provide new support for the elimination of discrimination. Focus of the effort, according to ACLU Director Patrick Murphy Malin, will be the building of a larger corps of volunteer lawyers to be available promptly to handle all kinds of civil liberties cases for all groups in the community. Special attention will also be given to establishing new ACLU units in Southern States and localities.

* * * * *

The American Library Association is inviting suggestions for the ALA Liberty and Justice Book Awards, which it has established with the aid of a grant from the Fund for the Republic in order to draw special attention to books which make distinguished contributions in this field. Three award categories -- each with a prize of $5000 -- have been set up for books published in 1956 and 1957: 1) Contemporary problems and affairs (non-fiction); 2) History and biography (non-fiction); and 3) Imaginative literatures (fiction, poetry, or published drama). Areas of interest covered may include freedom of speech, press and association; tolerance for individual social, religious and cultural differences; equal opportunity; the Bill of Rights; censorship; restrictions on personal liberty; the anti-libertarian threats of dictatorship and totalitarianism; pressures for conformity. Suggestions for the 1956 awards, which will be presented in late April, should be sent to Robert B. Downs, Chairman, ALA Intellectual Freedom Committee, University of Illinois Library, Urbana, Ill.

* * * * *

George Mitchell, who retired from the post of director of the Southern Regional Council in mid-January, plans to leave in the early Spring to spend some time in Scotland. Succeeding him as the SRC's director is Harold Fleming, formerly the assistant director, and co-author of the recently-published summary of progress towards equality, "Integration, North and South." (Incidentally, Mr. Fleming will be one of the speakers at this year's Clearing House Conference.) Mr. Mitchell will be honored at a farewell luncheon to be given at the International Student House in Washington on March 4 by Local 189, American Federation of Teachers, AFL-CIO. Clearing House associates who would like to attend should telephone the Local's president, Ben Segal, at STerling 3-2194.

* * * * *

The personal story of Mike Masaoka of the Japanese American Citizens League was presented on NBC-TV's "This Is Your Life" in early January. The program stressed Mike's outstanding role in Nisei life, his leadership during the mass evacuation of persons of Japanese ancestry from the Pacific coast in 1942, his help in achieving the re-opening of Selective Service to Nisei, his war record as the first volunteer with the famed 442nd Combat Team, and his post-war work for the Japanese and Japanese-Americans in Washington. Appearing on the program, along with Mike's wife Etsu and their baby daughter Midori, were Brig. Gen. Charles W. Pence (ret.), who commanded the 442nd, and New York Attorney Edward J. Ennis, who was director of the Alien Enemy Control Unit of the Justice Department at the outset of the war. Mike was chairman of the National Civil Liberties Clearing House in 1952-53, and Mr. Ennis is a former member of the Clearing House Advisory Board.

* * * * *

E. Raymond Wilson, director of the Friends Committee on National Legislation's office in Washington and a former chairman of the Clearing House, who is spending this year as Quaker International Representative in Japan, has been travelling extensively throughout that country since his arrival there last July, and is planning on side-trips to Formosa, Korea and Hongkong before he returns to the United States next Summer. The Wilsons are living at the Quaker Center in Tokyo, where Miriam is teaching part-time. In Ray's absence, Wilmer Cooper is directing the FCNL's work here.

* * * * *

Rudolph T. Danstedt has been appointed director of the Washington Branch Office of the National Association of Social Workers, whose quarters are now at 217 Dupont Circle Building, ADams 4-7254. Mr. Danstedt comes to Washington from the directorship of the Social Planning Council of St. Louis and St. Louis County, where he participated actively in work on programs of integration in agencies and in the public schools.

* * * * *

The Methodist Commission on Public Relations and Methodist Information is expanding its work in Washington from offices at 100 Maryland Ave., N. E. (LIncoln 3-5038), under the direction of O. B. Fanning. Mr. Fanning, whose background is in newspaper and public relations, was for the past six years associate secretary of the Commission on Public Relations and director of the Nashville, Tenn., Office. Early this month Miss Anne Robinson started work as director of the Washington Area Methodist Information Office, with headquarters at the same address. She was formerly on the press and publications staff of the Presbyterian Board of National Missions, and has also worked at the Methodist information office in New York.

* * *

Alan Barth, author, lecturer, editorial writer for The Washington Post -- and member-at-large of the Clearing House Administrative Committee -- left in early January to spend the winter term as the first A. L. Stone visiting professor of journalism at Montana State University, Missoula, Mont. Alan, whose family is with him, is the author of "The Loyalty of Free Men," "Government by Investigation," and many magazine articles and reviews. A graduate of Yale, he has lectured at Harvard, Dartmouth, Amherst and universities in Ohio, Michigan, Minnesota, Nebraska and Colorado. The Barths expect to return to Washington in mid-Spring.

* * *

Now serving in New York as director of National Public Affairs of the YWCA is Miss Florence Mougey Worrell, who was formerly with the U. S. Department of Labor in Washington. Miss Worrell had been program administrator in the International Division of the Women's Bureau, and later in the Foreign Labor Division of the Bureau of Labor Statistics.

* * *

Recent additions to the staff of the Defense Commission of the National Education Association are Dr. Edwin Wallace Davis, Associate Secretary for Special Studies, and Henry E. Butler, Jr., who succeeded the late Dr. Cyrus C. Perry as the Commission's legal counsel. Dr. Davis, who holds degrees from the University of Michigan and Columbia University's Teachers College, was formerly assistant professor of psychology at the University of Illinois in Chicago. Mr. Butler, a member of the bar in Ohio and Connecticut, has been a teacher in California and a special agent of

the FBI. In addition to his work with the Defense Commission, he is also acting as counsel for the NEA Committees on Tenure and Academic Freedom, Citizenship and Professional Ethics, and as consultant to other NEA agencies.

* * *

The Unitarian Fellowship for Social Justice has appointed Mrs. Paul Blanshard as its Washington representative. Mrs. Blanshard's address is 408 A St., N. E., Washington 2; LIncoln 7-1745.

* * *

This year the National Council of Jewish Women, which has been carrying on its "Freedom Campaign" since 1952, is placing its program emphasis on Censorship, and has recently published two pieces of material on the subject -- a dramatic skit and a discussion guide entitled "Censorship: Safeguard or Threat?" The guide's preface outlines the purpose of the program and the material:

"In the past several years, a pattern of caution has emerged in many fields of expression and communication in the nation. Although the intense fear and mistrust which prevailed at the peak of 'McCarthyism' has passed, the atmosphere of conformity has not yet been dissipated. And it is not limited to the field of political ideas. It has brought with it an upsurge of censorship activity, as well as a mushrooming of self-appointed volunteer groups who have set themselves up as arbiters of public taste and morals. The discussion guide is designed to carry forward one more step Council's campaign of vigilance against any attempts to cut away at the right to know -- the right to free inquiry and critical thought essential to democracy.

"The discussion guide examines some current trends and ways of censorship in America today . . . turns the spotlight on some of the channels of mass communication and expression . . . takes a look at recent and continuing efforts to narrow these channels."

The American Book Publishers Council, American Civil Liberties Union, American Jewish Committee and the Freedom Agenda Program have ordered copies for distribution, indicating their feeling that the pamphlet is a significant contribution to discussion of this subject. The materials are available from the National Council of Jewish Women, 1 West 47th Street, New York 36: Attention Miss Helen Raebeck.

* * *

March 6, 1957

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

Our running into each other was indeed a fine coincidence, though it is too bad we got swept away in all the confusion.

We have sent Bill Oliver twelve copies of the special report. If any more requests come in, just send them along to us.

The outline for the coming conference looks good, and I am fully satisfied with the title you had given my talk.

Until April 5th, best regards and good wishes.

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

February 27, 1957

RECEIVED MAR 1 1957

Mr. Harold Fleming
Southern Regional Council
63 Auburn Avenue N.E.
Atlanta 3, Georgia

Dear Harold:

I still feel pleased about the surprised way we ran into each other at the Fund for the Republic dinner last week, but I am sorry we didn't really have a chance to talk to each other. Perhaps we can get together next time you are up here.

Meanwhile, I am receiving a number of requests for "Pro-Segregation Groups in the South". I have been able to fill them to date but now we are clear out except for a couple of file copies. If any more come in, will it be all right to transmit them to you, as I am taking the liberty of doing with the attached from Bill Oliver of the UAW?

To change the subject, I mentioned to the program committee the question you raised about needing a constitutional lawyer to discuss the various Southern restrictions on civil liberties at the conference. However, the members felt that they preferred to leave this in your hands, to handle as you may see fit. The title they selected for your presentation is Resistance to the Supreme Court's School Decision. That, they thought, should give you enough latitude to bring in practically anything you want to.

I am attaching a carbon of my copy for the printer covering the Friday meetings, so that you can see, too, the way the program for that day shapes up; it may be helpful in planning your own talk. Ben Segal says he believes that Boyd Payton's talk will deal primarily with the problems of labor.

Looking forward to seeing you again, I am

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director

MAB/IZ

Friday, April 5

Challenges to Equality, 1957 -- Inventory and Forecast

9:00 a. m. Registration

9:30 a. m. Morning meeting South American Room

The Right to Equal Protection and Equal Privileges

Session Chairman Kenneth M. Birkhead,
American Veterans Committee

The Right to Vote Patrick Murphy Malin,
Executive Director, American Civil Liberties Union

Resistance to the Supreme Court's School Decisions Harold Fleming,
Executive Director, Southern Regional Council

The Drive against Private Organizations Boyd L. Payton,
Southern Director, Textile Workers Union of America, A FL-CIO

The Government's Role in Defending Civil Rights Warren Olney III,
U. S. Assistant Attorney General

Conference Discussion

12:30 p. m. Luncheon meeting Federal Room

Session Chairman Dr. Ralph F. Fuchs,
American Association of University Professors

A Southern Case History: One Community and the Klan
The Rev. Clarence Jordan, Director, Koinonia Community, Americus, Ga.

The Congress and Civil Rights Rep. Richard Bolling

Conference Discussion

2:30 p. m. Concluding session Federal Room

Equal Opportunity in Housing and Employment

Session Chairman Boris Shishkin,
Director, Civil Rights Department, AFL-CIO

Housing Frank Simpson,
Executive Secretary, Connecticut Commission on Civil Rights

Employment Herbert Hill, Labor Secretary,
National Association for the Advancement of Colored People

The Role of the State Agency Charles Abrams,
Director, New York State Committee against Discrimination

Conference Discussion

5:00 p. m. Adjournment

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March 8, 1957

Mrs. Phyllis L. Renick
Virginia Council on Human Relations
100 East Franklin Street
Richmond 19, Virginia

Dear Mrs. Renick:

Your order to the National Civil Liberties Clearing House for forty copies of the Pro-Segregation report which we compiled has been sent to us by Miss Baldinger. We have mailed you, under separate cover, the requested number.

Sincerely,

John Constable,
Director of Information

JC:fc

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

RECEIVED MAR 6 1957

March 4, 1957

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Avenue N.E.,
Atlantic 3, Georgia

Dear Harold:

If you have any more copies of "Pro-Segregation Groups in the South," you might want to fill the request I received today for forty copies.

If so, they should be addressed to:

Mrs. Phyllis L. Renick,
Virginia Council on Human Relations
100 East Franklin Street,
Richmond 19, Virginia

All the best,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director

MAB/IZ

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

March 8, 1957

Mr. Harold C. Fleming,
Southern Regional Council,
63 Auburn Avenue N. E.,
Atlanta 3, Georgia.

RECEIVED MAR 11 1957

Dear Harold:

By now you should have received both the program for our conference and a letter inquiring about Southern Regional Council publications for distribution at it for our literature table.

I thought you might like one or two extra copies of the program for your own files, and am enclosing them.

Personally, I think it is a might provocative program.

Now about this literature question : I had hoped, that the Fund for the Republic might come through with copies of "Integration North and South" on a rather large scale, as they did last year with the "Freedom Reader". However, today I have a letter from a fellow named Edward Hall in their Distribution Department outlining the materials they can send us - and all I get on "Integration North and South" is a promotion circular giving prices and the place to order it. I would love to have a couple of hundred copies for the conference, and naturally (the Clearing House being what it is) I would like to have them free. Would you have any suggestions to make on whether this could be achieved?

Incidentally, the Fund is sending us two hundred copies of "What's Happening in School Integration". I thought you should know about this.

One last query : our attendance committee wonders whether staff people or representatives of the Human Rights Councils in the nearby states should not be invited to come to the conference. If you like this idea, would you send me the names and addresses of those to whom you think we might write?

Thanks so much for all your help,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director

MAB/IZ

March 14, 1957

Mrs. Mary Alice Baldinger,
Executive Director,
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mrs. Baldinger:

Mr. Fleming has passed on to me your request for materials and/or bibliographies concerning our pamphlets. I am very sorry but we have very little free literature that is not already available to you. I understand that you are getting the publication, "What is Happening in School Integration."

However, we are mailing you 150 copies of a bibliography concerning some of our materials which we would like enclosed in any packets.

Thank you, and best wishes for your April Conference.

Sincerely yours,

John Constable,
Director of Information

JC:cj

JC

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

March 5, 1957

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave. N.E.,
Atlanta, Ga.

Received
~~CHECKED~~ MAR 8 1957

Dear Mr. Fleming:

The National Civil Liberties Clearing House is currently completing plans for its ninth annual Conference on Civil Liberties, to be held here on April 4 and 5.

Arrangements are being made for distribution at the conference of key pieces of literature in the areas of civil rights, civil liberties, intellectual freedom, international human rights and related issues. We know that your organization has issued some excellent materials, and we think you might like to have some of them brought to the attention of our conferees.

If so, we will appreciate your sending a maximum of 150 copies each of cost-free literature. We will not be able to undertake distribution of materials for which a charge must be collected. However, if you have bibliographies of the publications you offer for sale, we will be glad to include these with the other literature.

We ask that your pertinent materials be mailed so as to arrive on or before March 25, to ---

National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

As you probably know, our literature tables have become a very important part of Clearing House conferences, notable for the variety and value of the materials they present. We are glad to be of service in bringing your publications to the attention of this wide inter-organizational audience.

With gratitude for your cooperation,

Sincerely,

Denise Tourover

Denise Tourover, Hadassah,
Chairman, Committee on Literature.

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

20

March 15, 1957

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

Thanks for the copies of the program and for your last letter.

I agree whole-heartedly that the program is provocative. The word that popped into my mind when I first saw it was "impressive" -- so much so that I wondered what I was doing there.

I am glad that the Fund is supplying the Public Affairs Pamphlet. All I can suggest about Integration North and South is that I write Ed Reid at the Fund and raise the question with him again. This I will do.

We would be very glad to have you invite representatives of the state councils on human relations affiliated with SRC. Enclosed is a list of state offices.

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab
Encl.

Reading file
RECEIVED JUN 3 1957

The

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Ninth Annual Conference

Proceedings

I. The Industrial Security Program and Individual Liberties

II. Our Ten-Year Search for Security and Liberty -- 1947-1957

III. The Right to Equal Protection and Equal Privileges

IV. A Southern Case History; One Community and the Klan

V. The Congress and Civil Rights

VI. Equal Opportunity in Housing and Employment

April 4 and 5, 1957

Washington, D. C.

Civil Liberties Bulletin No. 49

THE WHITE HOUSE

Washington

April 3, 1957

Dear Mr. Edelsberg:

To those attending the ninth annual conference of the National Civil Liberties Clearing House, I send greetings.

By bringing together religious leaders of all faiths, and citizens concerned with human rights from all areas of our national life, your conference provides a splendid forum. With accurate information and a determined sense of social responsibility I am sure your discussion will bring added meaning to the American heritiage of freedom.

Best wishes for another successful conference.

Dwight D. Eisenhower

Mr. Herman Edelsberg
Chairman
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Ninth Annual Conference

April 4 and 5, 1957 — Hotel Statler, Washington, D. C.

* * * \

conspiracy, such as military security, international security (the maintenance of our close relations with our allies), internal security and, as the most important, the continuance of our free economy with initiative and sincere devotion. Any fair personnel program must be considered, he said, in the light of these other elements so that we do what is necessary, and only what is necessary, to complement the picture of national security.

National security required the portection of the classified information which industry must use from disloyal and indiscreet persons. How information is classified, and how much should be classified, are problems to be considered in administration of the program. Flexibility should be maintained in the program through supervision and review of its operation.

The Committee recommended in its report that these considerations be met by the appointment of a Director of Personnel and Information Security, responsible to the President, to supervise and conduct a continuous review of the various programs and the procedures for the classification of information. It also recommended changing the standard now used in this program so that clearance decisions would be based on many factors, including not only the individual's associations but his positive contribution, if any, to the interests of national security. Mr. Bonsal suggested that the administration of the program would be helped by establishing training courses for security personnel, who should be well grounded in basic constitutional and legal principles, the relative reliability of various kinds of evidence, the nature of Communism and the techniques employed by the Communists in the U. S. Some training is already being given to personnel administering this program.

As to procedural changes, Mr. Bonsal suggested that screening boards include at least one lawyer, and one member whose only Government employment is his work on the board; that where it is not practicable to transfer an individual during disposition of his case; and that the Government reimburse an individual who is ultimately cleared for reasonable counsel fees incurred by him in obtaining his clearance. He urged that one member of each hearing board be a lawyer and that one member be drawn from private life, and that screening boards and hearing boards should be authorized to subpoena witnesses both for the Government and for the employee. All witnesses should be made available for cross-examination except for regularly employed undercover agents. In the case of such an agent, the head of his department should certify that his identification would be detrimental to the interests of the national security. Such a certificate would be accompanied by data to aid the board in evaluating the evidence given by the agent, including a statement as to whether the information was first-hand knowledge or hearsay. In all cases the board should make available to the employee the substance of all evidence given by unnamed witnesses. In weighing the evidence, all boards should be required to take the lack of opportunity for confrontation and cross examination into account.

The Program in Action

George MacClain, Special Assistant and Legal Adviser to the Director of the Defense Department's Office of Industrial Personnel Security Review, quoted the following statistics in order to place the Industrial Personnel Security Program in proper perspective: Today the work force in the U. S. subject to the program is 17,000,000. During the eight-year period since 1949, the total number of all clearances granted has been only about 3,000,000. Between July, 1953 and March, 1957 less than 3,000 cases have involved derogatory information sufficiently

serious to require consideration by a screening board. Of these cases 2,210 were processed under the earlier program from July, 1953 to April, 1955; 517 came up under the present program, between April, 1955 and July, 1956; the remaining 202 came up between July, 1956 and February, 1957.

Almost all these cases have been finally settled: 692 were closed without decision, principally because the individual left his job before screening board action was taken; 1,299 resulted in clearances, and 886 resulted in denial or revocation of clearance.

The Program is concerned solely with determining who shall have access to the Nation's defense secrets. Since it is not the Program's purpose to restrict a worker's freedom in choosing a job or to regulate an employer's selection and use of employees, it does not go into action until the worker has accepted a job and his employer has already selected him for work requiring a clearance. The Defense Department tries to avoid making unnecessary clearances by routine on-the-spot plant inspections to analyze the conditions which cause a particular company to request a clearance. If the inspection discloses that clearance is not necessary, no action is undertaken.

Procedures and Safeguards

Describing the course of a clearance investigation, Mr. MacLain noted the safeguards to the individual at each step. A Screening Board of three members and staff first examines the case to determine if there is sufficient reliable information in the file at that time to support a decision. If not, further investigation, a written interragatory or an interview may be used. The individual need not respond to an interragatory but the advantages of doing so are explained to him. The same is true of the interview, which is arranged at his convenience, and at which he may be accompanied by legal counsel. Information gathered by both these techniques is added to the individual's file. A verbatim transcript of the interview is furnished to him, and considered by the Screening Board. The Screening Board may grant clearance after it has the information it feels is needed. If it does not grant clearance, the Board prepares a Statement of Reasons and sends it with a supporting memorandum to the Director of the Program, who reviews and analyses every case sent him. The Statement of Reasons, which is always accompanied by a Notice of Suspension of Clearance, is never made available to anyone outside the necessary official channels, other than to the individual concerned and his counsel, without the individual's express written consent. He himself is free to show the statement to anyone he wishes. Copies of the Notice of Suspension are sent to the appropriate security agency and to the employer with a letter stating that the case is under consideration.

The individual's reply to the Statement of Reasons goes directly to the Director, who sends it, with the file, to a Hearing Board. The individual is encouraged to ask for a hearing, but he has a choice of appearing or not, as he chooses. If he makes no reply to the Statement, clearance is denied without further action.

When a live hearing is to be held the Hearing Board makes available to the individual as much of the derogatory information as possible without violating security considerations. This Board is required to try to secure the appearance of as many witnesses as possible who have given relevant derogatory information,

and to assist the individual, on his request, by issuing invitations to witnesses identified by him. If witnesses cannot appear, the Board accepts depositions, affidavits or written replies to interrogatories. The Hearing Board, after completing action on the case, returns the complete file with its decision to the Director; it does not announce its own decision. The Director again reviews the case and can return it to the Hearing Board for more information. If the Board's determination has been reached by a split vote or if the Director is not satisfied with the Hearing Board's findings, the case must be referred by the Director to the Review Board. The Review Board makes the final decision and announces it to the individual. If clearance is denied the individual is furnished with a statement of the findings on which it was made.

Summing up, Mr. MacClain said that decisions are based on at least one very careful collective judgement and usually on two such collective judgements by successive Boards. Not infrequently a series of three such collective judgements are involved. The principle involved in the judgements, he said, is that stated in a quotation from Wilbur M. Brucker, now Secretary of the Army, formerly General Counsel of the Defense Department: "We must be mighty careful to see that no communist or subversive gets into a place where he can do any damage or give precious information to our enemies . . . On the other hand, we must be equally careful to see that the sacred rights of each citizen are respected and that no one is unfairly treated in granting or (denying) . . . security clearance for access to classified United States information . . ."

Panel Presentations and Discussion

Opening the panel presentation, Mr. Dillon said that the American people want a strong security system, that they consider the Industrial Security program good; and that their judgement is usually good; but he questioned the cost -- in the sacrifice of individual liberty and in billions of dollars -- of our effort to achieve the utmost in national security. He noted that there are twenty-two criteria for denial of clearances listed in the Security Program, and remarked on the difficulty of applying them fairly. The greatest weakness of the Security Program, he believes, is its failure to recognize the fierceness of most American's loyalty to their country.

Mr. Shapiro said that the Industrial Personnel Security Program is one of the three best run and administered in the field today. Technically he saw two problems in this program: (1) Coverage - to what extend should it be extended? (2) Substantive rights, which include the problem of confrontation of the accused by his accuser, and the problem of the man who is economically destroyed because, having been fired during probation, he can't get another job.

Mr. Rovner declared that the Department of Defense is supporting moves to extend the program. He said that employees denied security clearance cannot long continue to work in the defense plants, even though they have been transferred to work where clearance is not needed. Any informer can remain anonymous if he wants to, he added. He cited as defects in the appeal part of the program: There is no appeal from decisions of the Review Board; there is no written decision from which to appeal. This program has led to the reinstatement of the labor spy, he said, and the employer has been encouraged to develop an investigation system of his own. Only employers can initiate a request for clearance;

unions have asked that this provision be revised, but no revision has been made. Unions have been making efforts to advise their locals to aid members involved in security cases, and have been trying to educate their members along this line.

In the question period there was some agreement that the general public feels safer because of the existence of the security programs. In response to questions, Mr. MacClain said that the administrators of the program always try to find a rational basis for their decisions; that they have cleared people who have had prison records, some who had been members of subversive organizations in the past, and that they never deny clearance without telling the individual involved why it has been denied. Whether workers denied clearance are actually transferred to non-sensitive jobs he said he did not know; this is not the responsibility of the Defense Department.

When all members of the panel were asked to comment on whether or not the program is really useful and effective, Mr. Dillon replied that he believes we are less secure in the long run because of the program, and that the amount of money and effort expended on it are unjustified. Mr. Harris said he felt there is a real need for the program, but that it should be restricted to those having access to secret and top-secret material, and the number of jobs subject to examination should be kept to a minimum. He thought that the security programs have not made an impressive record in turning up spies.

Mr. MacClain feels that the program is necessary; that one traitor is too many, and that we often don't know what secrets we have until they are lost. The program, he believes, given an opportunity to examine all evidence in each case where an individual's loyalty is questioned. It protects the individual and his traditional rights and liberties.

When Mr. Segal asked the audience to comment on the question, one member of the group said that he felt the panel members had gone too far in suggestions for liberalizing or dispensing with the program and that he believed the safeguards it provides are necessary. Others present thought that labor should be given some responsibility in the operation of the program, and that individual liberties should be carefully guarded in its procedures.

OUR TEN-YEAR SEARCH FOR SECURITY AND LIBERTY, 1947-1957

Program Personnel	:
Chairman	: Herman Edelsberg, Anti-Defamation League of B'nai B'rith, and chairman of the National Civil Liberties Clearing House.
Introductory Remarks	: Senator Richard L. Neuberger
Address	: Elmo Roper, Public Opinion Analyst and Chairman of the Board of the Fund for the Republic.
Reporter	: Warren Griffiths, Friends Committee on National Legislation.

Theme of the conference dinner meeting was an appraisal of developments in the loyalty-security program in the decade since it was instituted by President Truman's Executive Order of March 31, 1947.

After Mr. Edelsberg's brief welcome to the conferees, Senator Neuberger discussed the effects of congressional immunity, and proposed that anyone slandered on the floor of Congress or before an investigating committee be enabled to bring suit against the Government. "Committee rules should offer any person whose reputation is injured the opportunity to give his own version of the facts, to confront the attacking witness before the committee, and to submit to the committee a line of cross-examination to be put to that witness under oath," he said.

"If a person is denied such an opportunity to meet a slanderous attack, or if it is made by members of Congress themselves, a damage action against the Government would give him some legal protection without infringing on the essential immunity of Congress itself." Such a procedural change would not revoke the privileged status of Congressional hearings and debate, Senator Neuberger added, but would make both Congressmen and witnesses more careful about advancing unfounded charges under the protection of immunity.

The Senator also expressed his wish that elected officials of the Government might be freed from the indebtedness to special interest that results from campaign contributions.

Our Ten-Year Search for Security

"The conflict between the need for security and the desire for liberty is as old as history," Mr. Roper said. He stressed, however, the importance of the decade 1947-1957, in which, "we have witnessed in our country an enormous expansion of the urge to compel people to fit into the molds of those in authority."

He recounted in some detail developments of loyalty-security programs under both President Truman and President Eisenhower. When we look back to the atmosphere and events preceding the Truman loyalty order, the President's action seems inevitable, he said, because the end of World War II brought, not the kind of peace we had hoped for, but a "new kind of war . . . a war of spies and subversion, a war of propaganda and infiltration."

The march of events from 1948 through 1953 in particular caused alarm, bewilderment and at times hysteria. The case of Alger Hiss, the Communist seizure in Czechoslovakia, the victory of Communist forces in China, the cases of Dr. Klaus Fuchs in Britain and Judith Coplon and the Rosenbergs here, the first announcement of the Soviet's atom bomb, and the Korean outbreak combined to make the needs of security seem greater and greater. So, restrictions on liberty in order to protect the common welfare of all Americans seemed to be more and more necessary.

The belief that a "monstrous conspiracy" was at work in the country resulted in hysteria and acts which had a crippling effect on some of our most honored liberties; on the procedural safeguards which have been the foundation of our system of justice. Of the excesses of these years, Mr. Roper observed: "Maybe some of it was unjustified, but it certainly was not uncaused. To interpret it without taking into account the genuinely threatening facts of that

time is to surrender to the demonology we all deplore so thoroughly in the thinking of others, inside the Iron Curtain and out."

After 1954, however, the hysteria began to recede. It was in that year that the Atomic Energy Commission withdrew the clearance of Dr. Robert Oppenheimer. Mr. Roper interpreted this event in the following light: "I think it was the Oppenheimer case that spelled out the outer limits our fear could take us to and in doing so, helped us to begin to measure the difference between that part of our fear which was based on real danger, and that part of it which was simply an emotional reaction to a generally threatening world." So, by 1955 the tide had turned. In keeping with the new, "more sober and realistic" mood was the Senate's censure vote on Senator Joseph R. McCarthy and the Summit Meeting at Geneva.

1956 -- "A Year of Progress"

In this spirit, Mr. Roper described 1956 as "A Year of Progress." In spite of some tragic outbreaks of violence in the South, and some cases in the North, it was a year of steady progress in eliminating segregation and discrimination in employment, public accommodations, schools, private associations, and the Armed Forces. There were also improvements in the Federal Loyalty-Security Program. In addition, there were moves to increase public knowledge of scientific developments and to resist the encroachment of the censors.

The legal profession and the courts have helped lead the way to a reassertion of the individual's right to a fair trial with benefit of competent counsel. Similarly, the discussion of the Fifth Amendment has caused many people to learn more of this phase of our constitutional protections. In addition, civic, educational, church, professional and veterans groups have sponsored constructive discussion and educational programs concerning the basic provisions of the Constitution and the Declaration of Independence, while commercial television and the press have given intelligent treatment of our great American traditions.

On the basis of the past year's developments, Mr. Roper concluded that "as we go forward in 1957, we can take heart . . . that the nation as a whole has seen the need for organized defense of civil, constitutional liberty along with the organized defense of national security . . . The Communist movement in the United States has received such severe blows -- from the anti-Communist efforts in this country and from the sense of revulsion created by the Soviet's brutal treatment of the Hungarians -- that it cannot recover for a long time, if ever. With Communism largely eliminated as an internal threat, our efforts to hold a sane balance between liberty and security can be made in an atmosphere which will contain much less fear and hysteria than it has in the last ten years."

Discussion

In the discussion period, Mr. Roper was asked how far down into the general public this more hopeful climate of opinion spreads, and whether individual freedom is not still in a precarious position. He replied that there was still a great deal of McCarthyism at all levels and that probably some people are just tired of the subject of loyalty-security, and hence quiescent.

Another questioner stated his opinion that we have merely become complacent about injustice and that the central vice of the anonymous accuser still remains, and in fact is institutionalized. Mr. Roper recognized a good deal of truth in this view, but held that four years ago there was a large segment of the population that wished to go further than Congress. This group is no longer vocal. The climate of opinion is better, and so are government procedures.

In reply to a question as to whether we can be optimistic in the face of the deep dissension in the South, Mr. Roper noted the great progress made there in the last ten years. He averred that before too long we shall have a South much advanced in respect for the dignity of all men, and in voting rights for all. On this note of faith in the future the discussion closed.

THE RIGHT TO EQUAL PROTECTION AND EQUAL PRIVILEGES

The Right to Vote	--	Patrick Murphy Malin, Executive Director, American Civil Liberties Union
Resistance to the Supreme Court's School Decisions	--	Harold Fleming, Executive Director, Southern Regional Council
The Drive against Private Organizations	--	Benjamin D. Segal, Trade Union Consultant, The Fund for the Republic
The Government's Role in Defending Civil Rights	--	Warren Olney III, Assistant Attorney General of the United States
Chairman	--	Kenneth M. Birkhead, American Veterans Committee
Reporter	--	David A. Brody, Anti-Defamation League of B'nai B'rith

The Right to Vote

In 1944 the "last effective, legal, open disfranchisement" of Negro citizens was removed when the Supreme Court outlawed the white primary, Mr. Malin said, but the Southern Regional Council currently reports that of five million Negroes in 11 southern states eligible to vote, only 25% had registered, while 65% of the white eligible voters registered. This contrast between white and colored registrations is the result of four factors: (1) discrimination practiced against potential Negro registrants; (2) apathy and lack of political consciousness on the part of some Negro citizens, even in cities where registration is easy; (3) fear of economic pressures; and (4) violence and threats of violence.

The American Civil Liberties Union supports the Administration's civil rights proposals, which would give to the Attorney General the power to institute civil proceedings to enjoin threatened violations of Federally protected civil rights. Criminal sanctions have proved ineffective, Mr. Malin noted, because local citizens refuse to indict and convict friends and neighbors for offenses which they themselves condone.

Of the ACLU'S opposition to an amendment sponsored by southern opponents of the Administration's measure, to require a jury trial for persons charged with contempt of a lawful court order obtained by the Attorney General in a civil suit, Mr. Malin pointed out that there is no constitutional right to a jury trial in either civil or criminal contempt cases. The use of equity procedures as a means of enforcing federal law is not new. It is used, for example, to enforce the antitrust and the food and drug laws. Mr. Malin also expressed opposition "at this time and in this context" to Senator Eastland's bill which would require a jury trial in all contempt cases to which the United States is a party. Before such a general and basic overhauling of established procedures in contempt cases is undertaken, an exhaustive study should be made to determine what jurisdiction should properly be preserved to the judge and what allowed the jury in contempt proceedings, he said.

Resistance to the Supreme Court's School Decisions.

The Supreme Court's school segregation decision has not set back the cause of race relations, as charged by some, said Mr. Fleming. It has only brought out into the open the great mass of contradictions and problems underlying race relations in the South. Great progress has been made since the decision; in the border States the rapid rate of the changeover has been phenomenal. On the other side of the picture, however, in eight States a "resolidification of the South" is taking place.

The violence in the South today, though sporadic, reflects a "massive, organized, powerful, conscious, and shrewd" resistance movement. It is a movement which represents virtually all the institutions of power and influence -- political, economic, civic, and the press, as well as most individuals who can command a public forum. It is more than a mere transient reaction to social change; it is institutionalized, and it has money and power at its disposal.

The White Citizens Councils, though private in character, are closely tied in with public officialdom. In some instances the Council leaders are also members of State legislatures. Many leaders of the White Citizens Councils, because of economic and political considerations, have a vested interest in maintaining the segregation status quo. Their prime target is the NAACP; their aim is to knock the NAACP out of business because it has been the principal source of litigation in attacking segregation. They recognize that so long as court cases can be brought to enjoin State officials from discriminating against Negroes, change is inevitable. On a secondary level, other organizations such as the Sourthern Regional Council, the Urban League, the YWCA, and some of the Jewish agencies, are under attack.

Mr. Fleming said resistance to integration is not a "holding action" designed merely to preserve the status quo; instead it is a crusading "rollback effort," challenging practices that have been followed for some 20 years.

Despite this open resistance, beneath the surface there is a deep-running current of change which is unstoppable. Because of the new status achieved by Negroes in the South during the last ten years, desegregation is inevitable. But Southerners who are willing to consider and digest the

change must find moral assistance outside the South. The counter-force to the South's resistance must come from national leadership, the Federal Government, industry and the press, Mr. Fleming continued. Thus far, this national leadership has been wanting. Where change in the South has come, it is because southern conservative leadership has become concerned over the intolerant disregard of people's rights, and fearful that resistance will pull down all established institutions.

The Drive Against Private Organizations

The line between civil rights and civil liberties is gradually being erased in the South, as evidenced by the efforts to pin "subversive" labels on the NAACP and the Southern Regional Council in order to destroy their effectiveness, Mr. Segal said. Unions have also been the object of this "smear" drive. In an effort to defeat union organizing campaigns, some employers have sought to link the national unions with the NAACP. As a result a handful of local unions have withdrawn from the AFL-CIO; and some national unions, to avoid hindering their organizational drives in the South, are taking a neutral position on the school segregation issue. The race issue has also been used to spur the enactment of municipal ordinances to prevent union organization; and rights of free speech and assembly guaranteed by the First Amendment -- e.g., meeting places, radio time, etc. -- have been denied.

A hopeful sign is the work of the Southern Regional Council, which is trying to keep open the communication lines between whites and Negroes. Some unions, too, even in these difficult circumstances, are trying to do a job in the field of race relations. While acknowledging that the attacks are on the increase, Mr. Segal expressed the hope that, if unions in the South can do a little more and if the Southern Regional Council receives more support, the situation will improve.

The Government's Role in Defending Civil Rights

The Assistant Attorney General undertook (1) to explain why the Administration's civil rights bill will, if enacted, give to the Government for the first time the necessary legal tools and authority to secure the effective enforcement of Federally-guaranteed civil rights; and (2) to warn against attempts to "emasculate" the program by "deceptive appeals" for the protection of the right to trial by jury.

Under existing law, Mr. Olney said, the only course open to the Government is to institute criminal prosecution against State and local officials suspected of denying to Negroes their right to vote. Such criminal prosecution comes of necessity after the harm is done, and frequently results in acquittals based upon sympathy for the defendant rather than on a finding that he did not violate the law. The Administration's bill, which would authorize the Attorney General to bring civil suits for preventive relief in cases of threatened violation of voting rights and of other Federally-guaranteed civil rights, represents "the very minimum" needed to make the Constitutional guarantees against discrimination effective in actual practice. By means of a suit in equity, a registrar of voters who has been discriminating against Negroes might be enjoined from such discrimination far enough in advance of an election to permit the Negroes to register and

to vote. The use of suits for preventive relief as a means of enforcing Federal law in this area would not be an innovation. Such proceedings have been used in antitrust cases and in cases arising under the Atomic Energy Act, the Fair Labor Standards Act, and many others.

If such equity procedures are to be effective, however, Federal judges must have the necessary power to enforce their orders and decrees, Mr. Olney continued. For this reason it is essential not to be misled by "deceptive slogans" into supporting "trial-by-jury" legislative efforts, which he termed "a clever device to nullify the proposed civil rights legislation", and which he said would give a jury "the completely novel power to substitute their interpretation of the Federal Constitution and laws for that made in the very case before them by the Federal courts."

While Congress, by statute, has extended the right to jury trial in criminal contempt cases where the acts constituting the contempt would also constitute criminal offenses, Mr. Olney explained, this same statute expressly provides that there shall be no jury trial in cases where the contempt consists in disobedience of court orders entered in suits brought by the United States. There is no Constitutional right to jury trial in either civil or criminal contempt cases.

In concluding, Mr. Olney said that if the right to vote is to have any meaning, prompt action to enforce that right before, rather than after, an election is necessary. The requirement of a jury trial would provide numerous opportunities for delay beyond the time when the court order could have practical effect. Moreover, a jury could acquit a state official charged with violating a court order directing him to register Negro voters, not because they found he had not violated the court order but because the jury disapproved of the order and simply refused to enforce it.

Discussion

In the discussion session, Mr. Olney stated that, as a result of the recent Supreme Court decision outlawing segregation in intrastate bus travel, an increasing number of cities have abandoned their Jim Crow laws either by repeal or by simple discontinuance.

Mr. Olney also said that before last November's election many Negroes who had registered and voted in previous elections had had their names stricken from the rolls in a number of Louisiana parishes. After the election, all these cases of mass disenfranchisement of Negro voters were presented to the grand jury. Although the proof was unmistakable, the grand jury refused to hand down any indictments; moreover, it advised the Department of Justice that it did not wish to hear any evidence in other cases which were still pending, although in the speaker's opinion there was enough evidence in all these cases to warrant indictment and to justify conviction. The experience in these cases, Mr. Olney observed, shows what would happen if the jury-trial provision were added to the civil rights bill.

To a question as to why the White Citizens Councils are not on the Attorney General's subversive list, as is the Klan, Mr. Olney replied that the Klan is listed because it had identified itself so closely with Nazi groups in the United States. The Klan and the White Citizens Councils are

not identical. They may have some objectives in common, but their methods are entirely different, he held. Neither the Klan nor the White Citizens Councils, said Mr. Olney, are now engaged in open violation of the Federal criminal laws. If any members of these groups violate the law, they, not the organizations, will be prosecuted. Mr. Segal disagreed with Mr. Olney, and professed to see little difference in method between the klan and the White Citizens Councils. From the floor an opinion was voiced that the suggestion that the White Citizens Councils be placed on the Attorney General's subversive list was not unlike the efforts of some States to list the NAACP as subversive.

In response to a question about what religious groups are doing on the race issue, Mr. Fleming said that all the important church groups have, at the top levels, taken a public position that desegregation is in harmony with their religious principles, but acceptance of this position at local levels is a very difficult thing. While there is a tendency to be critical of the role of the churches, they have been a powerful, positive force for good, as evidenced by the statements of ministers and lay leaders.

Answering another question, Mr. Fleming commented that it is not generally believed in the South that the Federal Government "means business" on the race question. The Federal Government could do a lot more by putting its moral force behind the Supreme Court's decision, he said and the President, because of his prestige, has an especially important role to play. He should give his stamp of respectability to the decent forces in the South. His should be the counter-voice to the branding of southern moderates as Communists. A major statement on southern soil by the President would have a telling effect. Too, the Federal Government must make it clear that desegregation is the national policy and has to be followed. If this were done, it would help to bring about a solution of the South's problems.

Mr. Olney added that the proposed bipartisan civil rights commission, which the civil rights bill would set up, could help to provide the necessary leadership in this effort.

CHALLENGES TO EQUALITY, 1957

Program Personnel :-

Speakers : The Rev. Clarence Jordan, Director of Koinonia Community, Americus, Georgia.

Representative Richard Bolling

Chairman : Irma Piepho, National Council of Catholic Women

Reporter : Frank S. Ketcham, Congregational Christian Churches, Council for Social Action.

A Southern Case History : One Community and the Klan

In 1942 in Americus, Ga., Koinonia Community was founded by the Rev. Clarence Jordan, a former Baptist minister. The Greek work "Koinonia" means

"bringing together," and Koinonia Farm is an inter-racial project, an experiment in bringing together two races to live in brotherly love as human beings.

From its beginning, Koinonia worked on a practical as well as a theoretical basis. The group has carried on an active program of agricultural missionary work. They introduced commercial egg production into the County; now this section is one of Georgia's largest egg-producing centers. The Farm is conducted on the best scientific principles of soil conservation and is a demonstration of improved farming methods. For years Koinonia enjoyed excellent relations with all its neighbors, even though it is an integrated group located in a section of the deep South where intense racial prejudice is prevalent.

Today the Community is going through a reign of terror unbelievable in the United States of America in the year 1957. It has been harassed by legal actions, crippling economic boycotts, and physical violence in the form of bullets and dynamite.

"At Koinonia we have come to know the value of freedom," Mr. Jordan said. "Men don't have it taken away. They just forfeit it. One phrase I continually hear -- 'I am not free to say,' or 'I am not free to sell to you.' We try to go to the people who oppose us and to understand their motives. Almost without exception they say to us, 'I am not free to tell you who is bringing the pressure.' I hope our effort in Georgia will come to be a symbol of a stronghold of freedom."

The people who founded Koinonia are primarily experimenting in an area of great religious truths. Mr. Jordan combines both the scientist and the religious leader in his training and background. He is a graduate of the University of Georgia, where he majored in Agriculture, and he has studied for the Baptist ministry and holds a Ph.D. degree from Southern Baptist Seminary. His experiment is to apply the love of God and brotherhood to the practical scientific problems of an agricultural enterprise.

Mr. Jordan described some of Koinonia's experiences in its efforts to survive. "After it had been open for about a month, a Negro guest came to lunch with us. One of the neighbors dropped in. His mouth flew open at the sight of the Negro. The next day two neighboring gentlemen, who said they were representatives of the Klan and its 800 members in that region, came by and said, 'We don't allow the sun to set on people like that.' I said, 'I am glad to meet some gentlemen who have power over the sun -- I will be watching the sun with great interest.' They never appeared again -- I didn't know at the time that it would take them about 14 years to come back in other forms with a tremendous fury."

"We Are Not Free . . ."

About a year ago, Koinonia "began to feel the backlash of the Supreme Court decision. At first there were six months of stony silence throughout the South, with very little reaction. Then began the Citizens Councils, spreading from Mississippi to Alabama and Georgia. We felt it first rather gently, by the cancellation of our insurance policy. We asked the agent why; he said 'I am not free to say what is the trouble.' We turned to another company that kept it for about two weeks and cancelled, and then

to another and another. At last, in desperation we tried Lloyds of London -- I had heard they would insure anything. But Lloyds said, 'You are an unusual risk,' and turned us down. Now we have no insurance."

The attack against Koinonia took three forms. First, economic; the actual boycott of refusing to sell. "We couldn't buy feed for our 4000 hens. We couldn't even sell our eggs -- not even to the big chain groceries -- but then, of course, the yolks were colored. Everywhere we heard, 'We are not free to deal with you.' Finally we had to liquidate almost all our flock."

Then critical materials -- gasoline, oil, etc. -- were cut off in the middle of the farm's harvest, and even butane gas to warm the houses and for heating water and cooking. "But these people had been our friends for many years. They are not easy. A struggle is going on within their souls."

Next, legal pressure was directed against Koinonia. It operates a summer camp which is interracial and takes children from the city "so the city kids can see what farm life is like." Last summer, a few days after the camp started, they were served with an injunction enjoining them from continuing "on account of sanitary reasons." A department of Health officer had inspected the camp a few days earlier and had found a few minor faults which he recommended be changed, and they had been corrected. But still the camp was not allowed to operate. "At the hearing it was held that the children from Atlanta would bring diseases with them, and people traveling by on the State highway might contract these diseases." The camp was moved across the border into Tennessee, with the hope that there it could continue, but the fathers of four children intervened. The Community raised pigs; this was said to be corrupting the morals of the children. "They might see baby pigs being born alive." A hearing ensued but was postponed; finally proceedings were dropped because the Summer was over and the case was ruled moot.

"Language We Should Understand . . ."

The next attack against Koinonia took the form of strong physical violence -- an auto driving by at night shooting bullets into the air, "speaking a language southern people should understand." "Then a pistol was fired into our little roadside market; it was not intended to hit anybody or to damage property -- but we knew what it was saying." Next came "a deeper voice" -- a heavy charge of dynamite exploded in front of the Community's market, damaging the equipment. Destruction of property had begun, but no attempts had yet been made to take life.

On Christmas night a high-powered rifle drilled a hole in their gasoline pump; on New Year's Day the entrance sign to their market was riddled with bullets. In the middle of January someone broke into the market and blew it to bits, causing a loss of about $7000, for which there was no insurance.

"Now our friends pleaded with us to leave while we are still alive. We were tempted, but there is something involved which is greater than our personal safety. We have found that we are not free to leave. . . Since then, machine guns have been turned on Koinonia. Our guests have been shot at. Children have barely missed being hit. A flashlight was shot out of our watchman's hand. (Incidentally, the only arms our watchmen carry are flashlights. We are committed to no violence.")

Finally, after crosses had been burned on Koinonia's land and on the

property of friendly Negro neighbors, the Ku Klux Klan assembled from all over the southern part of Georgia and formed a motorcade; they drove to Koinonia and said they were interested in seeing the violence stopped, and this would come about only if the Community moved away. "They offered to help by buying our property. We told them that it was not for sale.

"We don't know what will happen to us but we deeply believe in spiritual values . . . We are confident that freedom and truth in the South will ultimately prevail."

The Congress and Civil Rights

Representative Richard Bolling (D., Missouri) followed Rev. Jordan's talk with a discussion of some of the current problems affecting civil rights legislation in the House and Senate. He analyzed the strategies used by both opponents and supporters of such legislation, and said that he believes there is a Republican movement to delay final enactment of any civil rights measure in this session of Congress, in order to spread the differences of Democratic Senators on the record in 1958.

The Congressman, a member of the House Rules Committee, outlined his impressions that a coalition of Republicans and Southern Democrats intends to do everything procedurally possible to postpone consideration of President Eisenhower's civil rights bill. He pointed out that every opportunity is being utilized by those opposed to such legislation, and by those who are interested in delaying it, to prevent the matter from coming to a vote in the Senate this year. This, he said, will be achieved by putting off action in the House until late in the session.

While he is confident that the House will ultimately vote on the measure before the recess, Mr. Bolling said, he is not at all sure that the stalling strategy will not accomplish its purpose. He urged his audience to attempt to understand the procedural maneuvers involved in order not to be deceived by surface manifestations of friendliness towards civil rights legislation, such as last-minute votes in its favor.

EQUAL OPPORTUNITY IN HOUSING AND EMPLOYMENT

Program Personnel :-

Speakers	:	Frank T. Simpson, Executive Secretary, Connecticut Commission on Civil Rights
		Herbert Hill, Labor Secretary, National Association for the Advancement of Colored People
		Charles Abrams, Director, New York State Commission against Discrimination
Chairman	:	Boris Shishkin, Director, Civil Rights Department, AFL-CIO
Reporter	:	Sam Ishikawa, Japanese American Citizens League

Discrimination in Housing

Opening the final session of the conference, the chairman, Mr. Shishkin, said that historically trade unions have been dedicated to the fight against discrimination, and that there exists today in the labor movement an "aggressive" program towards this aim.

Discrimination in housing is the primary obstacle to progress towards equality of opportunity, Mr. Simpson said, in remarks based on the work of the Connecticut Commission on Civil Rights. The Negro's increased purchasing power and desire for better housing has not been matched by any increased or freer access to the housing market, and the rents that Negroes now pay for inferior housing are far above the costs of comparable housing where the market is free of discrimination and prejudice. He cited a tremendous increase in his Commission's complaint load in housing cases, and predicted that this trend will continue. Far-sighted real estate men, builders and contractors, he said, should welcome the adoption of legal standards defining discrimination. This would let them profit by serving those whose present rent payments should provide them with better homes of their own, and profit by increased sales as well.

Mr. Simpson reported on a study of racial integration in private residential neighborhoods conducted by the Research Division of the Connecticut Commission, and based on data gathered from both white and Negro families living in non-segregated neighborhoods. Its significant findings were : (1) that interracial stability can be achieved in such neighborhoods; (2) that one-half of the white families moved into the neighborhoods after a Negro family had established itself in the area; and (3) that integration proceeds fairly rapidly in the area of childhood play activities.

According to the Negro families interviewed, their troubles were not over after they had bought their homes. Thirty-seven percent met some kind of opposition; 15 percent were subjected to insulting remarks; and 14 percent had petitions circulated against them. There were, however, few acts of violence; three percent reported that windows were broken or fires set on the premises. There were no attempts at personal violence.

"The problems encountered by minority groups in buying or renting homes in non-segregated areas should be approached through the utilization of existing legislative remedies and the extension of legislation for fair housing," Mr. Simpson concluded. "Legislation, however, is only one phase of the problem. It alone cannot create the climate of opinion necessary to stimulate affirmative action on the part of builders and financers . . . It is up to the community, through education measures, to convince them that they will not lose money if they build open occupancy housing. This cannot be done without presenting to them something more tangible than expressions of good will. The need is evident. It is up to the community to realize the potentials of this new market."

Discrimination in Employment

Major changes that directly affect every wage earner, white and colored, are taking place in the industrial economy of the United States today, Mr. Hill said. These technological changes, sometimes called automation, have a special meaning for Negro workers and a direct relationship to the well-being of the entire Negro community.

The fact that there is a great concentration of Negro workers in the ranks of the unskilled and semi-skilled means that the increasing introduction of improved production methods will result in wholesale job displacement for them. Already one can cite many instances where a highly-trained white man and new machine have replaced many unskilled Negro workers.

Mr. Hill emphasized that if we do not succeed in making possible the realization of the Negro potential, America society will be denied urgently-needed manpower skills and the Negro will be forced into an even more marginal position in the American economy, even though economic opportunities expand for other groups in the community. He also stressed the need to eliminate current restrictions that prevent the admission of qualified Negroes into apprenticeship training programs, and added that other forms of vocational training must now be given greater attention by industrial management, as well as by organizaed labor and by State and Federal governments.

The disparity in the economic status between Negro and white wage earners, and the Negroes' vulnerability in terms of economic distress, are clearly indicated by the facts on income distribution. In 1953, the typical Negro worker earned an average of $364 in wages; the white worker earned $956, or 2½ times as much. By 1954 the income of the average Negro worker had risen to $1,589, while the average white earned $3,174. In 1954, 17.6 percent of all white families in the United States had an annual income of $2000 or less, but non-white families in the same income bracket totalled 42.3 percent.

Negro workers welcome the AFL-CIO's policy declarations against discrimination in trade unions and the merged labor movement's support of civil rights, Mr. Hill said, adding that in the South trade union attitudes toward Negro workers are invariably torn between the traditional humanitarian and democratic ideals of the American labor movement and the regional bias against integration and equality of opportunity. In the southeastern states, there has been a disturbing inability of Negro workers to register any significant employment gains since the end of World War II in the great new industrial development which is transforming both the countryside and the old social patterns of southern life.

Racial conflicts directly affect the South and the future of industrialization there because the essential social requirement for industrial growth in any under-developed area is order and stability within the community. Already these tensions and conflicts have seriously interrupted the South's transition from an economically stagnant and socially depressed area into a vital part of the nation's industrial life.

The Role of the State Agency

Charles Abrams, discussing the work of State agencies against discrimination, pictured the civil rights scene today as far different from what it was 24 years ago. No longer, he said, is the minority that "one-third of the nation" that then was "ill-fed, ill-clad, and ill-housed"; today it is "the Negro, the Puerto Rican and the Mexican."

One big change is in the character of the labor supply which feeds our industrial growth. Today's immigrants are largely identifiable as a class; they cannot change their color by changing from dungarees to grey

flannel suits. Another change is the new emphasis in judgements on social status. In the past, social status was determined by the size of a man's house, but now it is by the character of the neighborhood where he lives. "The flight to the suburbs is being speeded not out of a desire for fresh air and space, but as an escape from the Negroes, the Puerto Ricans and the Mexicans pouring into American cities."

These new social pressures have in turn enforced political pressures for the exclusion of minorities. Zoning that in 1910 was aimed at improving neighborhoods became racial zoning aimed at banning minorities; the racial covenant conceived a century ago as a device for excluding charnel houses, stables and brothels gained judicial protection in the 1930's as a device for keeping out racial groups; FHA-aided housing designed to promote home ownership was conditioned between 1935 and 1949 by exhortations urging Negro exclusion and neighborhood segregation, and this is often still the rule in the field.

Mr. Abrams described the post-war period as a time when the trend toward perversion of government powers was temporarily halted. In this period a number of States took steps to protect their minorities in the right to employment. New York State's law against discrimination was the first of 15 such laws, and the forerunner of a score of municipal programs. In 1953 discrimination in public accommodations was brought within the Commission's scope; thereafter publicly-assisted housing was included, and last July, FHA and VA-aided housing came under its jurisdiction.

But by 1955, pre-war attitudes were being restored, and by 1956, six Southern States had openly "nullified" the Supreme Court decree, and at their national conventions both major parties retreated from their earlier positions opposing discrimination.

Reporting on the great strides made by the New York Commission against Discrimination, Mr. Abrams said that employment agencies are steadily being brought into better compliance with the law, through an agreement with the New York City licence commissioner to suspend licences when discriminatory practices have been proved. Hundreds of Negroes are now being accepted into private urban renewal projects -- and this policy has not prevented New York State from establishing a national investment record in such projects. Restrictions in labor unions, one of the toughest areas of resistance, are being met through a recent agreement on cooperation between the State AFL-CIO and the Commission.

A very serious problem is the cultural poverty of the new minority, and the slow rate of advancement of their children. Mr. Abrams said that these derived from (1) bottlenecks in the training of minority group workers due to discriminatory practices in trade schools and failure of the apprenticeship system; (2) resistance of foremen in industry; (3) improper or inadequate counseling services in schools; (4) refusal of some unions to accept minority workers; (5) the fact that much of the minority population is transient; and (6) prejudice at the level of personnel managers.

Another major deterrent to progress, the speaker continued, is the ideological poverty of experts in both the social and political fields. Among their failures he enumerated the lack of concrete definitions of such terms as "desegregation" and "deliberate speed;" the absence of a clear

conception of the individual's rights and freedoms; civic groups' extraordinary dependence upon civil rights laws, to the virtual exclusion of other effective devices; a lack of determination of limits to local autonomy; and confusion about the role of the Federal government in the implementation of the desegregation decisions.

"It remains to be seen, "Mr. Abrams concluded, "whether we can adjust the fundamental morality of a 1789 Constitution drawn for a rural individualistic society to a society dominated by three pyramids of Business, Labor and Government. If we can, the example may impress the world as much as did our original proclamation of freedom, right and justice in 1789."

FROM THE CHAIRMAN'S SUMMARY

Herman Edelsberg of the Anti-Defamation League of B'nai B'rith, chairman of the National Civil Liberties Clearing House and of the conference, concluded the program with a brief comment on the Clearing House work.

"In the nine years of its existence, the National Civil Liberties Clearing House has served as one of the Nation's principal forums on the urgent human rights issues of our decade," he said. "Here representatives of leading national organizations could take a long and searching look at complex and many-sided problems. Here they could exchange views with other organization leaders who shared with them two convictions -- a belief in the American democratic way of life and in the value to that way of life of free and informed discussion.

"Beyond these basic agreed convictions, we have benefited from the richness of diverse viewpoints. We have approached the great variety of thorny issues discussed at our conferences, and our monthly meetings, without commitment to any political dogma, liberal or conservative. A wholesome skepticism of "sacred cows" -- and donkeys and elephants -- has gone hand in hand with a sympathy for the underdog, a sympathy rooted in realism.

"Time permits only the sketchiest mention of the range of those who have contributed to the development of our program, which can be illustrated by the organizational affiliations of our past chairmen : E. Raymond Wilson of the Friends Committee on National Legislation; Mike M. Masaoka of the Japanese American Citizens League; Paul Sifton of the United Automobile Workers; and Dr. Earl F. Adams of the National Council of Churches, whose loss we mourn so deeply.

"Nor does time allow more than the briefest outline of the range of our interests -- from genocide treaties to censorship, from segregation to security risks. To note only two : the discussions of the displaced persons and immigration problems benefited from the participation of Mike Masaoka, who, as much as any person, was responsible for erasing from our laws the offensive racist bar to oriental immigration and naturalization. The debate over where the balance should be drawn between national security and individual liberty was given perspective by former Senator Harry Cain's first Washington speech on the security program at our 1955 conference. It was

Cain, then a member of the Subversive Activities Control Board, who reminded the country that 'a whole clique of spies could not do as much damage to us as could our failure as a government to have confidence in the people.'

"One hundred and sixteen agencies -- religious, civic, educational, labor, governmental departments and embassies -- are represented at the conference this year, the largest number in our history. And, since we are a cooperative effort, it would not be immodest or unseemly to say that this growth is a tribute to the usefulness of our endeavors -- to the resourceful contribution of our Executive Director, Mary Alice Baldinger -- and to the continuing devoted interest of our associated organizations."

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W. Washington 6, D. C.

Dupont 7-6300

The Conference Report was produced for the Clearing House by the Anti-Defamation League of B'nai B'rith. Additional copies available at 25¢ each.

Navy Department, Office of Naval Material, Industrial Security Branch
New Jersey State Industrial Union Council
Oil, Chemical and Atomic Workers Union, AFL-CIO
Philadelphia Yearly Meeting of Friends
President's Committee on Government Contracts
President's Committee on Goverment Employment Policy
Presbyterian Church in the U.S.A., Department of Social Education
Public Library of the District of Columbia
Republican National Committee
Southern Regional Council
Students for Democratic Action
Textile Workers Union of America, AFL-CIO
Unitarian Fellowship for Social Justice
United Automobile Workers of America, AFL-CIO
United Church Women
United Rubber Workers of America, AFL-CIO
U.S. Department of Defense, Office of Industrial Personnel Security Review
U. S. Department of Justice, Civil Rights Section
U.S. Department of State, Public Services Division
United Steelworkers of America, AFL-CIO
United Textile Workers of America, AFL-CIO
Virginia Council on Human Relations
Washington Ethical Society
Washington Fellowship
Washington Federation of Churches
Washington Housing Association
Washington Urban League
Women's Alliance, All Souls Church
Women's International League for Peace and Freedom
Y. W. C. A.

COMMITTEES FOR THE CONFERENCE

Chairman : Herman Edelsberg, Anti-Defamation League of B'nai B'rith

Co-Chairmen for the Conference : Kenneth M. Birkhead, American Veterans Committee
Dr. Ralph F. Fuchs, American Association of University Professors

Arrangements : Irma Piepho, chairman; Rosaline Fisher, Olinda Roettger

Attendance : Olya Margolin, chairman; Virginia Kinnaird, Charles M. Smith

Conference Report : Robert W. Frase, chairman and editor; David A. Brody, Warren Griffiths, Betty Douglas, Frank S. Ketcham, Mike Masaoka and Sam Ishikawa

Hospitality : Julia Thompson, chairman; Martha Aries, Julia Bennett, Helen Berthelot, Gladys Irwin, June Willenz

Literature : Denise Tourover, chairman; John Cheney, Gordon Hazlitt, Helen Steinbarger

Press : John J. Gunther, chairman; Katherine Jansson, Paul Sifton

Program : Mr. Birkhead and Dr. Fuchs, co-chairmen; Kenneth Meiklejohn, Martha Mills, Clarence Mitchell, Benjamin D. Segal, Boris Shishkin

Registration : Jeanette Hadley, chairman; Charlotte Friedman, Edna Strauss

Executive Director : Mary Alice Baldinger

The following agencies were registered as sending representatives or observers to the ninth annual National Civil Liberties Clearing House Conference

* * * \

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

April 12, 1957

Mr. Harold Fleming, Director,
Southern Regional Council,
63 Auburn Avenue, North East,
Atlanta 3, Georgia.

RECEIVED APR 15 1957

Dear Harold:

This is an official thank-you, for the Clearing House, for our Program Committee, and for me, for your help with our conference last week, and for the excellence of your talk.

All the comments I've heard on your speech have been extremely favorable -- naturally.

I wish we'd had some time to talk to each other -- but I suppose a day for that will come eventually.

In the interim, I'll send you copies of the conference report as soon as it's published (probably before the end of this month).

With best regards, and all my thanks,

Yours,

Mary Alice

Mary Alice Baldinger,
Executive Director.

MAB/iz

20

Minutes May 8, 1957

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil liberties Clearing House held its monthly meeting on Wednesday, May 8, 1957, at the Community Room of the Washington Post and Times Herald, with the following attendance: Herman Edelsberg, Anti-Defamation League of B'nai B'rith, presiding; Charles M. Smith, National Council of Churches; Julia D. Bennett, American Library Association; John Cheney, Public Library of D.C.; Katherine D. Jansson, American Association for the United Nations; Annalee Stewart, Women's International League for Peace and Freedom; Mary Blanshard, Unitarian Fellowship for Social Justice; Henry E. Butler, Jr., Virginia Kinnaird, Lucile Ellison, and Dr. E. W. Davis, NEA Defense Commission; N. H. Goodrich and B. Janoslaw, American Jewish Committee; Charles Hogan, United Steelworkers of America; Bernard Weitzer, Jewish War Veterans; Sidney Hollander, National Community Relations Advisory Council.

Gordon Hazlitt, American Friends Service Committee; Paul Sifton, United Automobile Workers; Kenneth Birkhead, American Veterans Committee; Warren C. Middleton, American Association of University Professors; Frances Neely and Pat Parkman, Frneidns Committee on National Legislation; Dorothy C. Guinn, National Council of Negro Women; Denise Tourover, Hadassah; Sue Mills, Fund for the Republic; David A. Brody, Anti-Defamation League; R. T. Danstedt, National Association of Social Workers; Rosalie Whelan, National Council of Catholic Women; H.H. Bookbinder, AFL-CIO; Charlotte Lubin, Students for Democratic Action; John Gunther, Americans for Democratic Action; Francis Pohlhaus, NAACP; Kenneth Meiklejohn, International Ladies Garment Workers Union; Grace S. Jones, Women's Division, Methodist Church; Richard C. Shipman, National Farmers Union; Julia Thompson, American Nurses Association; Olinda Roettger, Lutheran Church-Missouri Synod; Olya Margolin, National Council of Jewish Women; Philip Schiff, National Jewish Welfare Board; Sam Archibald and Paul Southwick, House Subcommittee on Government Information, guests; Mary Alice Baldinger and Irene Zweigenhaft for the office.

Next Meeting : Wednesday, June 12, ~~2 to 4~~ p.m., at the Post Community Room.

Appointment of Nominating Committee : On motion of Mr. Gunther, seconded by Mr. Bookbinder, the metting approved the appointment by the chairman of the following Nominating Committee for 1957-58: Robert W. Frase, American Book Publishers Council, Chairman; Lucile Ellison, NEA; Kenneth Meiklejohn, ILGWU; Frank Pohlhaus, NAACP; Bernard Weitzer, Jewish War Veterans.

The chairman noted that the constitution outlines the following procedure for nominations and elections: "The chairman shall appoint, with approval of the Administrative Committee and the Clearing House, a Nominating Committee of five in May of each year. The Nominating Committee shall present, its proposed slate at the first regular meeting of the Clearing House, in June. The slate shall be circulated to associated organizations immediately following the meeting. Addditional nominations may be submitted through July 15, which nominations must be approved by the Nominating Committee before they are placed on the ballot. Election shall be by mail ballot in August, and term of office shall begin in September."

Report on the 1957 Conference : Kenneth Birkhead, who served with Dr. Ralph Fuchs of the AAUP as co-chairman for the 1957 Clearing House conference, reported that this year had exceeded any past conference in the number of people attending -- nearly 300 -- and in the registration of 116 agencies.

Total conference receipts were $ 2598. Hotel costs were $ 1592.27, and other expenditures -- secretarial help, printing, mimeographing, mailing, office supplies, etc. -- were $ 1875.97, for a conference total of $ 3468.24. In accord with his agreement with the Clearing House for cooperation between its conference and the Conference on Industrial Security, Ben Segal paid $ 958.06 of the costs of arranging the meetings.

Minutes May 8, 1957.

All of the material for inclusion in the conference report has been received from the Committee (Bob Frase, chairman and editor; Dave Brody, Warren Griffiths, Betty Douglas, Frank Ketcham and Mike Masaoka and Sam Ishikawa). Herman Edelsberg has arranged to have production on the report handled by the Anti-Defamtion League at cost, resulting in a saving to the Clearing House of approximately $200. The report should be in the mail around May 15.

Mr. Birkhead expressed deep appreciation to all of the conference committees for their help with the meetings.

Guest Speakers : Fletcher Knebel of Cowles Publications, author of the widely-syndicated column, "Potomac Fever," and co-author of "Eight Klans Bring New Terror to the South" in the April 30 issue of LOOK magazine, spoke on the conclusions he had reached about the potentials of the Ku Klux Klan during the time he spent in the South doing preparatory research. Is the Resurgent Klan a Danger? was his topic.

Sam Archibald, staff director of the House Subcommittee on Government Information, was the second speaker, discussing the subcommittee's work and the citizen's right to know about the activities of his government.

Current Reports : Reports which were presented at the meeting, and which will be summarized in the next Clearing House Bulletin, were:

The bill to require registration of organizations and individuals soliciting charitable contributions in the District of Columbia -- Frank Pohlhaus, NAACP.

The civil rights picture and the "Right to Work" amendment -- H. H. Bookbinder, AFL-CIO.

New moves on revision of senate Rule 22 -- John Gunther, ADA.

Material Distributed : The following materials were given to the Clearing House for distribution at the meeting; we still have a few extra copies on hand and will send them out on request.

The Civil Rights Story, 1956 -- a State-by-State account of developments throughout the past year, by Theodore Leskes, from the American Jewish Committee.

Development of Training Incentives for the Youth of Minority Groups -- (a report on the February conference of leaders of industry, commerce and organized labor, with school officials and guidance officers) from the President's Committee on Government Contracts.

Civil Rights and Trial by Jury -- a memorandum prepared by Herman Edelsberg, David Brody and Frank Pohlhaus.

Facts vs Propaganda,-- from the AFL-CIO

Reprints of Senator Paul H. Douglas' analysis of proposals for jury trial amendments to the civil rights bill, form the AFL-CIO.

Olya Margolin called the meeting's attention to the study outline on Censorship prepared by the National Council of Jewish Women, and offered to send copies to anyone who requested them.

Herman Edelsberg, Chairman.
Mary Alice Baldinger, Executive Director.

NEXT CLEARING HOUSE MEETING -- JUNE 19

LOYD WRIGHT, Chairman of the Commission on Government Security, will discuss the Commission's work at the next Clearing House meeting, at 2 o'clock Wednesday afternoon, June 19, at the Washington Post and Times Herald Community Room. Since the Commission's report is expected to come out shortly after June 19, this should be an especially interesting meeting.

May 13, 1957

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

Under separate cover I am sending you the grand jury presentments against Koinonia Farm and the Farm's public answer. Also included with them will be several other related pieces such as our chronology of events and copies of news clips.

The Atlanta Journal, after waiting nearly a year, finally ran an extended series on Koinonia - these six articles were of good quality. The paper's editorial policy has been weak regarding the strictly civil liberties issues involved.

Let me know if you think there is further information which you would like to have.

Sincerely,

Emory F. Via
Labor Consultant

EFV:mm

C.O. - Koinonia -

National Civil Liberties Clearing House

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CLARENCE MITCHELL
(National Association for the Advancement of Colored People)
ALAN BARTH
ELEANOR BONTECOU

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Executive Director
MARY ALICE BALDINGER

May 9, 1957.

Mr. Emory Via,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Georgia.

Dear Emory Via :

I am writing to ask a favor. Fred Fuges tells me that you might be able to let me have copies of the grand jury's presentment against Koinonia, and Koinonia's reply.

We want to have rather a full scale discussion of this at our next Clearing House meeting, so you can see why I need them.

If you can spare them, I'll be most grateful.

Sincerely,

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

Filled 5/13/57 E.F.V.

council PLATFORM

May 1957 Volume 1, Number 4

NATIONAL COUNCIL OF JEWISH WOMEN ONE WEST 47th STREET, NEW YORK 36, N. Y.

Censorship at the Source: Government Secrecy

The Problem

In a democracy we take for granted the right to know what our government is doing; how our tax money is being spent; and whether our nation is being run in the best interests of the people who live in it. At the same time, we have been willing to accept the need for limiting this right in the interests of national security, particularly in this time of atomic threat and "cold war."

This gives rise to a basic problem of liberty *vs* security. And as with all such problems, we are confronted with a choice between risks. There is no clear-cut answer—no easy solution which will at the same time safeguard our individual rights and insure our nation's safety. How much information should our government withhold in the interests of security? At what point does such secrecy menace our right to know and, in the long run, our security as a free nation? With changing needs and times, these problems must be constantly re-examined to find the best way to meet the demands both of security and freedom of information.

But in recent years, particularly since the end of World War II, there has emerged in American government an alarming tendency to withhold from the public more and more information unrelated to national security. This trend toward secrecy has become evident on all levels of government—federal, state and local; and it has touched all functions of government—legislative, executive and judicial. It has been reported as particularly marked in the executive agencies of the Federal Government. Much information is being withheld not only from the public, but even from Congress. Congressional committees complain of increasing difficulty in getting from many executive agencies facts and figures they need for legislative purposes and to find out how the citizen's tax dollar is being spent.

At the same time, the committees of Congress stand among the accused as well as the accusers. For the prevailing impulse in the nation's capital to transact public business in secret is reflected also in an increased number of closed "executive" sessions by Congressional committees.

Charges of undue government secrecy, news suppression and control have come from such organizations as the American Society of Newspaper Editors, the American Newspaper Publishers Association and the National Education Association. These have been backed up by a special House Subcommittee on Government Information, which has been studying the problem intensively for the past two years and by the Senate Subcommittee on Constitutional Rights, which has been looking into the constitutional aspects of government secrecy.

A number of responsible independent studies have piled up additional evidence. And a recent report on freedom of the press by the International Press Institute listed only four nations as having complete press freedom —Great Britain, Sweden, Denmark and Belgium. The United States was omitted because of government news control and suppression.

HOW TO USE PLATFORM

Platform is a Public Affairs discussion and information bulletin.

The main 4-page section is designed as discussion material, consisting of information, discussion questions and a reading list, on one study topic. This month, we look at one aspect of the problem of censorship not covered in our study guide, *Censorship: Safeguard or Threat?* This is the problem of censorship at the source or government secrecy.

Use this material for a short one-session discussion or for a more intensive, longer study based on the suggested readings and investigation of local resources.

Platform Briefs give in concise form up-to-date information on some other issues of current Council interest.

Those who gather the news have naturally been most directly concerned with the problem of government secrecy as an obstacle to their jobs and as a danger to press freedom. But this is obviously not just a newsman's problem. The right to a free press was not written into the Constitution for the benefit of a particular industry. It is a right guaranteed to the people as an instrument for control of their government—control by knowing.

How Did It Happen?

Studies of the trend toward secrecy in government point up two main currents which have narrowed the flow of information.

1) The expanding powers and functions of government in our time is a basic cause. Complexity and size make it difficult for the press and public to scrutinize all government operations. This has fostered what the House Subcommittee on Government Information summed up as a "papa knows best" attitude on the part of government officials. Deciding that only they can understand the intricacies of their work, many officials have lost sight of their accountability to the public whom they serve. This attitude was pointed up in testimony before the subcommittee by many federal agency officials, who insisted that they restricted information "in the public interest."

2) The trend has been fortified by wartime secrecy and censorship which carried over into a continuing "cold war," breeding a nationwide pattern of suspicion and suppression of information. Loyalty and security investigations of government personnel have placed a barrier of fear in the way of public information. It has become safer to tell less. One government agency has actually written into its regulations: "When in doubt don't give it out."

Over-classification of government documents and records has been an inevitable result of such a restrictive atmosphere. It has also served the purpose of bureaucratic self-protection under the guise of security needs—a way for some to avoid criticism, controversy and embarrassment.

The Evidence

The Subcommittee on Government Information, headed by Rep. John E. Moss of California, was set up in June 1955 by the House Government Operations Committee. A questionnaire on information practices and policies was sent by the subcommittee to all government agencies, asking them to cite authority for any restrictions they practiced—to detail exactly what kind of information they refused to divulge and why. The replies revealed widespread uncertainty and confusion on legal limits for withholding or releasing non-classified information.

In the questionnaire and in subsequent testimony before the subcommittee, most agency heads defended existing practices and justified withholding broad categories of information on the basis of their interpretation of existing statutes and executive directives. Some officials flatly stated their "inherent right" to withhold information from the public. Many contended that the release of unclassified public documents was a matter for their judgement rather than a right of the citizen. There were even those who expressed surprise that they were asked to justify restrictions. Only a few saw the need for clarification of government information policies.

Press Testimony

A press panel of thirteen leading journalists who testified before the committee unanimously concurred that a growing attitude of secrecy prevailed in government agencies. As one disturbing example of this attitude, J. Russell Wiggins, executive editor of the Washington Post, pointed to a Defense Department directive which orders department officials to release only information constituting a "constructive contribution to the primary mission of the Defense Department." Such a policy can be used, as Mr. Wiggins and other competent observers have stated, to withhold any information which might expose the department to criticism or reveal official mistakes or even wrongdoing.

Another significant instance of executive branch extension of confidential areas of government operation was cited by Clark Mollenhoff, representing the Washington Bureau of several top mid-Western newspapers. This was the letter sent during the 1954 Army-McCarthy hearings from President Eisenhower to Defense Secretary Wilson, forbidding Army counsel John Adams to testify about conversations held with the deputy attorney-general and with the President's assistant. This letter has been used as a precedent by seventeen government departments for denying to the press and to Congress reports on conversations and other documents leading to significant public decisions.

Other testimony by members of the press pointed up the following techniques used to restrict the free flow of government information:

(1) Overclassification of information without real security reasons. The rate of classification is now even higher than during World War II. Nearly a million government employees today wield rubber stamps of secrecy. To get around the current executive order for control of security material, which deleted the previous broad "restricted" category, some 30 additional classification phrases have come into use. These cover data which do not fall into the three executive-ordered security categories—"top secret," "secret" and "confidential."

(2) "News management" by government press officers who at certain times release only information that will serve a particular diplomatic or even political purpose

and pressure newsmen to write "favorable" stories. James Reston, Washington correspondent of the New York Times, cited "a conscious effort to give to the news at the Geneva Conference an optimistic flavor." The opposite note was struck after the conference, he further testified, when it was decided "to frown a little bit" so that the people of the Western countries would not let down their guard.

(3) Lethargy about review and declassification of historically significant reports and documents which no longer need to be secret.

The journalists did not limit their charges to the executive branch of the government. They pointed also to the increasing number of closed meetings of Congressional committees and to the recently imposed ban on broadcasting or televising committee sessions. James Reston called particular attention to the current Senate practice of confirming diplomatic appointments after questioning appointees in secret committee sessions, rather than in public hearings as in the past.

The Scientists Speak

A panel of leading scientists and technological experts testifying before the Moss subcommittee charged excessive and damaging government restrictions on scientific information. These restrictions, according to this testimony as well as expert opinion from many other sources, place a serious obstacle in the way of important scientific and technological development for better peacetime living.

New ideas are inhibited by security regulations which cut off much of the exchange of information with scientists of other lands and even among scientists in various fields in our own country. They even get in the way of progress for defense purposes, these expert witnesses testified. Because of "red-tape" and "unnecessary security classifications," leading scientists and universities are refusing government research contracts.

For example, the Massachusetts Institute of Technology recently refused a request by the Atomic Energy Commission to undertake much-needed research in the field of thermonuclear power, because the university felt that the work could not be done effectively without a free exchange of ideas impossible under security restrictions. Over-classification approaching the absurd was illustrated in testimony about the classification of a technical report compiled by a young engineer preparing himself for a new job. He had used published material in scientific and technical journals as the basis of his report, yet his compilation was classified by the government.

Strategic Information

With the establishment of the Office of Strategic Information in the Department of Commerce in November 1954, a new barrier was added to block the flow of technical and scientific knowledge. The purpose of this agency is to control the publication of *unclassified* information that might be useful to a potential enemy. The definition of "strategic" information is extremely vague. It has been charged that the agency has applied restrictions to a broad range of data necessary to this nation's technological progress, which is being withheld from the American people on grounds that it might possibly one day benefit a potential enemy.

In reply, the government officials responsible for the program maintain that decisions must be made on a case by case basis and that a proper balance must be struck. In each case, they maintain, it must be determined if release of the information will be of more value to us or to a potential enemy, and consideration must be given to the net effect of publication of this knowledge on such factors as industrial and military power—our own and that of a potential enemy.

Across the Nation

A decided trend toward information restriction has also become apparent on the state and local scene. An intensive study by a well-known specialist in newspaper law, Harold L. Cross, commissioned by the American Society of Newspaper Editors, has revealed that "the general trend of recent legislation and regulations is to set up new and increased secrecies." Mr. Cross has drawn this conclusion after detailed investigation into state and municipal statutes, regulations, court decisions and legislative, administrative and judicial proceedings.

He and other observers report that city councils, tax commissions, school boards and other municipal bodies are meeting more frequently in sessions closed to the press and public. Secret record-keeping is on the increase. More state legislative business is being transacted in closed committee meetings instead of being hammered out by legislatures in full public view. And with the increasing complexity of state and local government responsibilities, legislative powers are being delegated to executive departments, bureaus, commissions and independent agencies which quietly draw up complicated little-known rules and regulations which have the force of law.

Some Progress and Some Remedies

As a result of Congressional investigation, public pressure and "watchdog" activity by the Moss subcommittee, positive steps have been taken by some Federal Government agencies to remove unnecessary information restrictions. The subcommittee's "watchdog" function consists of following up complaints from the press and the public. These are brought to the attention of the agencies concerned, and have helped to clarify the policies of some agencies and increase the flow of public information. Other government bodies have taken no action to improve their information practices.

Despite some progress, the subcommittee recently reported a continuing "restrictive maze" and general "paternalistic government attitude" toward the release of information. It urges continued study of the problem and further administrative and Congressional action to reduce secrecy.

Toward this end the subcommittee, backed up by leading press and other expert opinion, has recommended: (1) Clarification of statutes most widely used by government agencies as the basis of withholding information. Bills have been introduced in both houses of Congress to amend the statute most often cited by agency heads for this purpose (Title 5, U.S. Code, Section 22). Designed as a "housekeeping" statute, this measure authorizes executive departments to make rules for "the custody, use and preservation" of records. The amendment (which would not affect military or other classified data protected by specific statutes and executive directives) clarifies the intent of 5 U.S.C. 22 by adding the following: "This section does not authorize withholding information from the public or limiting availability of records . . ."

(2) Passage by Congress of a uniform law on information practices requiring full disclosure except where specifically restricted by statute or proper executive authority. Judicial review is urged, with "the burden of proof on the official who withholds information."

(3) Enunciation by the President and high level officials of a clearly stated information policy, backed up by efforts to achieve on every level the freest possible flow of information to the public.

(4) "Constant vigilance and repeated challenge" by the American people and their press to clear all avenues of government information. Public awareness of the problem of government secrecy and its implications is essential. In the final analysis, the people themselves must protect their right in a democracy to know what their government is planning and doing. A government "deriving its just powers from the consent of the governed" cannot deny to the governed the right to know how it is carrying out its duties.

Discussion Questions

1. Discuss the inherent dangers to democracy of the trend toward increasing and widespread restrictions on information about government activities.

2. Some say that too much secrecy can be, in the long run, more of a menace to our freedom—and even to survival—than the possible danger of revealing much of the "strategic" and other wide areas of information kept secret by our government today. Discuss this statement.

3. The U. S. military establishment today costs the taxpayer two-thirds of every tax dollar and uses the services of about 75 percent of all Federal employees. For security reasons, the Defense Department reveals very little about this vast operation to the American people. Discuss the implications and risks of this situation, considering both our security needs and the principle of government by consent.

4. The State Department has refused to issue passports to Red China to American newspapermen as long as the Chinese government continues to hold American hostages. Discuss the implications of this policy in terms of the American people's right to full information and freedom of the press.

5. Do you think newsreel and television cameras should be admitted to sessions of Congress, Congressional committee hearings, state legislatures, city councils and other public deliberations open to the press? Discuss the reasons for your opinion.

6. Do the committees of your state legislature meet most often in open or closed sessions? What are the reasons for the closed sessions? How about meetings of your city council, tax commission, school board? Do you think closed sessions are justified?

7. It is obvious that the people's right to know can be realized only through a free, unbiased press that brings complete and accurate information on public matters. Discuss the responsibility of the press in a democracy as part of the question of public access to government information. What are some of the obstacles today that get in the way of carrying out this responsibility?

READINGS

Books

Freedom or Secrecy, James Russell Wiggins. Oxford University Press, New York, 1956.

The People's Right to Know, Harold L. Cross, Columbia University Press, New York, 1953.

Pamphlet

The People's Right to Know, Allen Raymond. American Civil Liberties Union, 170 Fifth Avenue, New York 10, N. Y.

Government Documents

(Available at: House Government Information Subcommittee, House of Representatives, Washington, D.C.)

Availability of Information From Federal Departments and Agencies

25th Intermediate Report of the Committee on Government Operations, July 17, 1956 (House Report 2947, 84th Cong. 2nd Session).

Progress of Study, July-Dec. 1956 (House Report 157, 85th Cong. 1st Session).

Hearings before Subcommittee on Government Information.

Part 1—Panel Discussion with Editors

Part 4—Panel Discussion on Scientific and Technical Information.

Platform Briefs

THE MIDDLE EAST

The Suez Canal is just about restored to normal use for the world's shipping, but the state of political conditions in the area is by no means as good.

It is insistently clear that what Nasser has maintained all along, namely his determination to run the Canal and defeat Israel, is just what Nasser has meant. United States policy on the Canal now seems to be to try to keep some sort of international hand in on Nasser's oar, but not to do much as regards Israel's right to use the Canal. Where this will lead has yet to be seen. Israel has made it clear that it expects United States support on free passage of the Canal.

It seems now that the problem of control and running of the Canal and Egyptian-Israel relations may be brought again before the Security Council. If this happens, some more effective stand than before must be taken by the Council. At present, Nasser acts in defiance of the major Security Council decisions. He disregards the Council decision that the Canal must be kept separate from Egyptian politics and that the Canal tolls must be fixed by agreement between Egypt and the Canal users. Moreover, Egypt continues to maintain a "state of war" against Israel and to blockade the Canal against Israeli shipping, with threats to sink any Israeli ship attempting to use the Canal. This is in open defiance of both the armistice agreements and the Security Council's decisions.

It is possible that sufficient pressure could be brought against Nasser in the United Nations to bring about his compliance with international agreements. It is clear that wherever the effort is made it must be much stronger than heretofore if it is to be effective in bringing peace to the Middle East.

FOREIGN AID

The Administration's proposal for a long-range economic aid fund for underdeveloped countries may be turned into a false Spring with a chill breath from Congress, but in its building stage it provides some fresh hope for foreign economic aid.

The proposal, which the President has given priority in his program, is based on the urgent recommendation made by every group (see Platform for March 1957) that has studied the foreign aid program, that the year-to-year character of the program be changed so as to allow for planning and long-term development. As presently functioning, each year the Administration must request from Congress first, the authorization for the aid program, and then request the particular appropriations. Not only does this involve annual stress and strain, but it prevents the establishment of any long-range development programs since it is not known from year to year whether the authorization will be renewed. Moreover, there is an additional limiting factor in that the Administration must come to Congress for direction both as to country and to projects for which funds are to be granted.

The Administration's proposed foreign aid program would make two major innovations. It would separate military aid from economic aid, putting the former in the domestic budget of the Pentagon. This is a change that would have the very salutary and long-desired effect of setting the huge military appropriations off by themselves and emphasizing the relatively small amounts being spent for direct economic assistance to the underdeveloped countries. When the American people and Congress have these small economic aid sums before them there is much more likelihood of support for an expanded program.

Second, the Administration would, except for emergency situations, end economic grant aid and replace it with loans based on a long-term economic development fund. One of the big questions about Congressional approval of the plan lies in this area because Congress is being asked to give the Administration a long-term authorization for this proposed fund such as Congress has not given before. The number of years of the authorization and the amount of capital involved has not been specified as yet, although Secretary Dulles spoke of a fund able to make loans of $750,000,000 a year, and a four year authorization is in the wind.

The Administration's mutual security program proposals would make possible the kind of economic aid so urgently needed to eliminate dire poverty and establish decent standards of living and economic stability in the underdeveloped countries. The way now lies through Congress. Write your Congressman and Senators to tell them how urgent you feel the need is for the long-term authorization and greatly increased sums which would be available for economic aid under the Administration's program.

DISARMAMENT

A British cartoonist recently depicted MacMillan, Khruschev, and Eisenhower, each with hydrogen bomb in hand, declaiming dramatically as the smoke of the explosion envelops them, "I'll stop my tests if you'll stop yours—I'll stop if . . ." It is a sardonic but effective picture of "disarmament."

The United Nations Subcommittee on Disarmament has been meeting in London since the middle of March. It has been charged by the General Assembly with giving specific attention to the proposals for exchange of blueprints and aerial inspection (see Platform—December 1956), registering nuclear bomb tests with the United Nations, and the inclusion of intercontinental ballistic missiles in arms control plans.

It is fair to say that not much has happened so far at the London meetings although there remains an air of optimism particularly in the releases of the United States. The U.S. delegation has proposed a 25 per cent reduction in non-nuclear armament in two stages if the other nations would make similar cuts. The other subcommittee members, the Soviet Union, Britain, France and Canada, would have to agree first to a United States proposal for a first-stage 10 per cent cut in conventional arms, armed forces and military spending.

The United States made the offer of the 10 per cent reduction in the past, but the proposal for the second stage of reductions is new. It is a kind of inducement toward agreement on the first stage. The United States is hopeful that the 10 per cent reduction will be agreed on. The Soviet delegation has merely replied with a general statement of hope for future agreement, but no change on the critical question of international inspection.

When we turn to nuclear weapons the area of disagreement stretches out endlessly. It is not possible to foresee the effect on other European nations within NATO of Britain's decision to rely on nuclear weapons, but it will surely lead to a reexamination by all countries involved of the nature of their defense structures.

Even in the area of scientific research as to the effect of radioactive fallout from nuclear explosions, there is a lack of agreement. Some geneticists maintain that every dose of radiation contains the risk of genetic harm, while others maintain that the risks from nuclear explosions remain below the safety level. Japan, being geographically in the area of many of the nuclear testing areas, has requested the United States, Soviet Union, and Great Britain to cease both hydrogen and atomic tests. There is also a strong move for some UN action on this score.

IMMIGRATION

Basic revision of the McCarran-Walter Immigration Act has been urged by leading public officials and major voluntary organizations since the law was passed five years ago. President Eisenhower has stated his opposition to the national origins quota system and has urged Congress to modify the law in relation to this and to other discriminatory aspects of the law.

Last month, a number of organizations representing all major religious groups and many nationality and public interest organizations, issued a statement urging Congress to act immediately. This was released through the American Immigration Conference of which National Council of Jewish Women is a member.

Community activity, including meetings, publicity and letters to congressmen are essential. Council Sections are urged to act independently and with other community groups to press for action now.

The text of the statement follows:

"President Eisenhower is to be commended on his message to Congress calling for "prompt action" for revision and improvement of American immigration policy. Adoption of the President's recommendations would be in accord with a humane immigration policy consistent with our national tradition.

"We believe action without delay is imperative.

"The President proposes a reasonable increase in immigration quotas, a practical approach to the utilization of unused quotas and the elimination of mortgages on future quotas. These proposals are, in our judgment, wise and represent an important step toward the elimination of discrimination from our immigration law.

"We commend the President's proposal for a permanent plan for admitting escapees from Communism. We hold that this, however, should be expanded to include any victims of religious or political persecution.

"We urge cooperation of both parties in Congress to bring about prompt action."

June 11, 1957

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

Thanks for the report of the NCLCH conference. I think it is an excellent job of summing up the proceedings and, if you have them to spare, we would appreciate fifteen (15) copies, so that we can circularize our state affiliates.

All best regards,

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

May 28, 1957.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Harold:

Here is the report of our conference, with sincerest thanks for your help with it.

If you would like any extra copies, let me know.

Yours,

Mary Alice

Mary Alice Baldinger,
Executive Director.

RECEIVED JUN 27 1957 RECEIVED JUN 27 1957

Minutes June 19, 1957

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House met on Wednesday, June 19, 1957, with the following attendance: Herman Edelsberg, ADL, chairman; Ralph Fuchs, Robert K. Carr and Warren Middleton, American Association of University Professors; David A. Brody, and Barbara Coopersmith, Anti-Defamation League; June Wilkenz, American Veterans Committee; William Zimmerman, Jr., Association on American Indian Affairs; Irma Piepho, National Council of Catholic Women; Gladys C. Irwin, National Board, YWCA; Partricia Parkman, Friends Committee on Nat'l Legislation; Adolph Magidson, Nathan H. David and Otto D. Weill, American Jewish Congress, John B. Phelps, Federation of American Scientists; Richard C. Shipman, National Farmers Union; Frank Pohlhaus, NAACP.

John T. Cheney, American Library Assocation; Eva Sofer, National Jewish Welfare Board; Janet Neuman, Women's International League; Mildred Brown, National Council of Jewish Women; Martha Mills, Laurel Hemmes, Harriet Cipriani, Ida D. Sharkey, Mrs. John A. Bennett, Shirley Sonosky, Miriam Carliner, Rosaline Fisher and Sue Salkovitz of the national and area Leagues of Women Voters; Julia Thompson, American Nurses Association; Robert W. Frase, American Book Publishers Council; Irving Ferman, American Civil Liberties Union; John J. Gunther, Americans for Democratic Action; Benjamin Margolin, American Ethical Union; N. H. Goodrich, American Jewish Committee; Joyce Kornbluh and Sue Mills, Fund for the Republic; Henrietta Morgan, B'nai B'rith; Alan Barth; Mary Alice Baldinger and Irene Zweigenhaft for the Office.

Next Meeting: Wednesday, July 10, at the Washington Post Community Room.

Report of the Nominating Committee for 1957-58: Robert W. Frase of the American Book Publishers Council submitted the report of the 1957-58 Nominating Committee, which is composed of himself as chairman; Lucile Ellison, NEA Defense Commission; Kenneth Meiklejohn, ILGWU: Frank Pohlhaus, NAACP; and Bernard Weitzer, Jewish War Veterans.

A copy of the committee's recommendations and proposed slate is attached.

In receiving the report, the chairman emphasized the constitution's provisions that additional nominations may be submitted by associated organizations through July 15; that such nominations must be approved by the Nominating Committee before they are placed on the ballot; and that election will take place by mail ballot in August.

Guest Speaker: Loyd Wright, Chairman of the President's Commission on Government Security, discussed the Commission's work and the thinking which went into the preparation of its report, which is to be issued on June 23.

Current Reports: Reports which were presented and discussed at the meeting, and which will be summarized in the next Civil Liberties Bulletin, were:

The Civil Rights Sutuation -- John Gunther, ADA
Developments in the Immigration Area -- David Brody, ADL
The Supreme Court's June 17 Decisions -- Irving Ferman, ACLU
Changes in the "charity rackets" bill -- Frank Pohlhaus, NAACP.

Herman Edelsberg, Chairman.
Mary Alice Baldinger, Executive Director.

June 17, 1957

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Recommendations and Report of the Committee on Nominations for 1957-58

Recommendations: The Nominating Committee wishes to present the following recommendations to the Administrative Committee and the Clearing House ---

(1) That in the future, prior to the appointment of a Nominating Committee, the Clearing House should send all associated groups a notice that the committee will be appointed at the May meeting, and a request that they submit suggestions for the committee's consideration. (Although lack of time made this impracticable for the present year, the Committee felt that its work would have been facilitated had such a procedure been followed.)

(2) That the Administrative Committee review the Advisory Board, with an aim to its expansion. The Committee offers for possible consideration the names of Dean Erwin Griswold of the Harvard Law School; former Senator Harry P. Cain; and Professor Walter Gellhorn of Columbia.

(3) That since the constitution permits the Administrative Committee to appoint to itself three members-at-large, without regard to organizational affiliation, and since only two of these posts are currently filled, the Administrative Committee should consider filling the third place.

(4) That the Administrative Committee either propose an amendment to the by-laws or adopt a policy statement to the effect that in the future nominations to offices of the Clearing House or to positions on the Administrative Committee be limited to persons residing in the Washington, D. C. metropolitan area.

Report: Before it considered any nominations, your Committee reviewed the entire list of organiations and individuals who have been represented on the governing body of the Clearing House from 1949 up to now.

It also reviewed the constitutiob of the Clearing House, which provides that:

(1) Officers and members of the Administrative Committee shall be elected annually for a term of one year and shall not serve in any office for more than three successive years.

(2) Elected office in the Clearing House is limited to a chairman, four vice chairmen, secretary, treasurer, and six elected Administrative Committee members.

(3) The Nominating Committee is to present its proposed slate at the June Clearing House meeting. This slate is to be circulated to associated organizations immediately thereafter, and additional nominations may be

submitted by them through July 15. The constitution also provides that such additional nominations must be approved by the Nominating Committee before they are placed on the ballot; and that election shall be by mail ballot in August, and term of office shall begin in September.

The Committee decided to renominate the present officers and Administrative Committee members who have served less than three years and who are expected to remain in Washington. Renominations were not made when it was known that the individuals concerned were planning to leave their present positions.

In the case of the chairmanship, we faced a problem of interpretation, since the present chairman was elected last December to fill the vacancy created by Dr. Adams' untimely death. It was our unanimous opinion that since Herman Edelsberg has served as chairman in an interim capacity, and for less than a full term, he is eligible for renomination.

The Nominating Committee therefore recommends the following slate of officers for 1957-58:

Chairman: Herman Edelsberg, Anti-Defamation League of B'nai B'rith

Vice Chairmen:

Intellectual Freedom: Virginia Kinnaird, Nat'l Education Assoc., Defense Comm.

Civil Liberties: Kenneth Birkhead, American Veterans Committee

Civil Rights: Boris Shishkin, AFL-CIO

Human Rights: Dr. Robert E. Van Deusen, National Lutheran Council

Secretary: Irma Piepho, National Council of Catholic Women

Treasurer: Nathaniel H. Goodrich, American Jewish Committee

Administrative Committee:

Leonard Aries, National Conference of Christians and Jews

Arthur J. Goldberg, United Steelworkers of America

Martha Mills, League of Women Voters

Clarence Mitchell, National Association for the Advancement of Colored People

Julia Thompson, American Nurses Association

Edward Snyder, Friends Committee on National Legislation

For the Committee: Robert W. Frase, American Book Publishers Council, Chairman
Lucile Ellison, National Education Association, Defense Commission
Kenneth Meiklejohn, Int'l Ladies Garment Workers Union, AFL-CIO
Francis Pohlhaus, Nat'l Assoc. for the Advancement of Colored People
Bernard Weitzer, Jewish War Veterans of the U. S. A.

RECEIVED JUL 24 1957

Minutes July 10, 1957

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House met on Wednesday, July 10, 1957, at the Washington Post Community Room, with the following attendance: Herman Edelsberg, ADL, presiding; A. Burns Chalmers, American Friends Service Committee; Wilmer Cooper and Edward F. Snyder, Friends Committee on National Legislation; Mabel Snyder and Linda Kester, National Farmers Union; J. Francis Pohlhaus, NAACP; C. LeRoy Doty, Jr., and John R. Martin, National Service Board for Religious Objectors; David A. Brody and William Korey, Anti-Defamation League; Paul Sifton, United Automobile Workers, AFL-CIO; Albert E. Croft, Washington Federation of Churches; Robert E. Van Deusen, National Lutheran Council; Ralph F. Fuchs, American Association of University Professors.

Muriel Ferris, Martha Mills, Louisa M. Smith, L. R. Hemmes, Harriet Cipriani, Gerry Bennett, Ida Sharkey and Gretchen Casey, National and local Leagues of Women Voters; Eva Sofer, National Jewish Welfare Board; Dorothy Projector, Y.W.C.A.; Nancy Jennison, Washington Ethical Society; William Zimmerman, Jr., Association on American Indian Affairs; Annalee Stewart, Evelyn Howard, Catherine Howard, Adelaide Noyes, Lillian E. Jameson, Roy S. Brooks, Women's International League for Peace and Freedom; Kenneth Birkhead, American Veterans Committee; Alice S. Rowen, American Jewish Congress; Harold Kramer and Frances Feldman, American Jewish Committee; Charles H. Smith, National Council of Churches.

Thomas E. Harris and H. H. Bookbinder, AFL-CIO; Robert W. Frase, American Book Publishers Council; John T. Cheney and Helen Steinbarger, American Library Association; Olinda H. Roettger, Lutheran Church-Missouri Synod; Virginia Kinnaird, Henry E. Butler, Jr., and E. W. Davis, National Education Association Defense Commission; Rudolph Danstedt, National Association of Social Workers; Alison Bell, American Association of University Women (observer); Tad Masaoka, Japanese American Citizens League; Jeanne L. Robey, IUE, AFL-CIO; Kenneth A. Meiklejohn, International Ladies Garment Workers Union; Alan Barth, Clearing House Administrative Committee; Mary Alice Baldinger and Irene Zweigenhaft for the office.

Next Meeting : Wednesday, August 7, at 2 P. M. at the Washington Post Community Room. (Although the Clearing House normally is in recess through August and September, the meeting voted to hold an August session this year. The question of September was left open for later decision.)

Nominations for 1957-58 : Mr. Edelsberg called attention to the fact that the proposed slate of officers and Administrative Committee members for 1957-58, which was submitted at the June meeting by Robert W. Frase as chairman of the Nominating Committee, had been circulated to associated organizations with the minutes of that meeting, which noted that it was open for additional nominations. No additional nominations had been received as of the meeting date, he added, and the slate will be held open through July 15.

National Civil Liberties Clearing House

July 10, 1957

Freedom Agenda Film Prints : The Executive Director announced that the Carrie Chapman Catt Memorial Fund has given the Clearing House the film prints that were formerly distributed by the Freedom Agenda Program as a basis for group discussion of civil liberties topics. The Clearing House will lend them to any national or local group, at a rental charge of $3 for out-of-town and $2 locally, to cover postage and handling.

The films are: Freedom to Learn, Freedom to Read, The Challenge, the Edward R. Murrow - Dr. Robert J. Oppenheimer interview, What Do You Say?, What Do You Think?, The Open Mind, and Omnibus.

Material Distributed : Distributed at the meeting were copies of the June 27 issue of the Reporter magazine, featuring "The Segregated Ballot Box", a series of articles on the right to vote. We still have a few copies left of the magazine, which was made available by its promotion department, and will send them out on request.

Guest Speaker : Joseph L. Rauh, Jr., former national chairman of ADA and attorney in the Watkins and Miller cases, discussed The Civil Liberties Significance of the Supreme Court's June Decisions.

Current Reports : Reports which were presented and discussed at the meeting and which will be summarized in the next Civil Liberties Bulletin, were:

Proposed amendments to the Federal Regulation of Lobbying Act -- Charles M. Smith, National Council of Churches.

The civil rights situation -- Francis Pohlhaus, NAACP

The immigration outlook -- David Brody, Anti-Defamation League.

Herman Edelsberg, Chairman
Mary Alice Baldinger, Executive Director

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Number 50 June-July, 1957

CIVIL LIBERTIES BULLETIN

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W. --- Washington 6, D. C. - DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Director, Mary Alice Baldinger.

CIVIL RIGHTS PROSPECTS AND PROPOSED CHANGES IN RULE 22

Congressional action on civil rights is further advanced in the 85th Congress than it has been at the same point in any Congress during the 12 years since President Franklin D. Roosevelt's wartime FEPC was killed by the Russell rider attached to a wartime appropriations bill.

Republican Party leadership (President Eisenhower, Vice President Nixon, Senate Minority Leader Knowland, House Minority Leader Martin and Representative Keating, ranking member of the House Judiciary Committee) and liberal Democrats, have succeeded in putting the minimum civil rights bill on the Senate Calendar. At the end of the 84th Congress, the same bill was detoured away from the Calendar to what Senator Douglas calls the dungeons of Senator Eastland's Judiciary Committee. It died there with the adjournment of the 84th Congress July 27, 1956.

As it went to the Senate, the bill does three things:

(1) It creates a six-member bi-partisan commission to investigate alleged violations of voting and other civil rights and to consider the need for more federal legislation. The commission would go out of existence in two years.

(2) It provides for an additional Assistant Attorney General to head a civil rights division in the Justice Department.

(3) Most important, it permits the Attorney General to go into federal courts to seek injunctions to prevent or stop violations of voting and other civil rights. If the court order is ignored, the offender could be tried for contempt of court. With the Government a party to the suit, he would be tried by the federal judge alone, not by a jury.

Although in the House the civil rights coalition defeated an attempt to nullify the minimum civil rights bill by adding a so-called jury trial amendment, in the Senate, Southern opponents are stepping up their campaign to persuade liberals in both parties to support moves to put this rider on the bill, if possible by agreement in advance of a cloture vote as a condition for getting the 64 cloture votes needed to break a filibuster.

By agreement among Senators Douglas, Knowland and Johnson, a motion to take the bill, HR 6127, from the Senate Calendar and to make it pending business of the Senate is scheduled to be made July 8. A filibuster is expected to begin, with a second to follow if the first is broken and the bill is actually made the pending business. Civil rights supporters are now attempting to get the 19 additional votes needed to break a filibuster.

On June 10, Senator Douglas made a speech which he put in the Congressional Record, pp. 7675 - 7688, in which he gave facts and tables showing (1) ways in which Negroes are kept off juries in the South; (2) the small percentage of Negroes voting in Southern States; and (3) the interrelation between the franchise and jury rolls. The Senator corrected some statistical errors on June 17 at p. 8286. Reprints of his corrected text are available from his office.

Cloture Hearings

Senator Herman E. Talmadge (D., Ga.) and Senator Jacob K. Javits (R., N. Y.) make up a sub-committee of the Senate Committee on Rules and Administration which is holding hearings on a number of bills by Senator Douglas (S. Res. 17), Senators Knowland and Johnson (S. Res. 30), and others to change Rule 22. Hearing dates scheduled included June 24, 25 and 28 and July 2 and 9.

On the first day of the hearings, Senator Douglas presented a thorough recapitulation of this history of Rule 22, including efforts to change it. Senator Javits has said he is anxious to have a thorough record made by witnesses and by statements.

-- Paul Sifton,
United Automobile Workers.

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PROPOSALS FOR CHANGES
IN IMMIGRATION LAW

Both the Administration's bill and the Celler bill for basic revision of the McCarran-Walter Immigration Act continue to languish in committee with no immediate prospect for action--not even hearings--on either.

Congressman Walter, however, has introduced a nine-point bill, H.R. 8123, which would make a number of useful and minor reforms in the immigration law. It would lift the mortgages on immigration quotas imposed by the Displaced Persons Act; would permit the entry of 18,000 relatives of aliens who came to this country under the Refugee Relief Act; would permit entry for two years of an unlimited number of alien orphans under age 14 for adoption, etc. A substantially similar bill, S. 2369, was introduced in the Senate on June 24, by Senator Dirksen. Unlike the Walter bill, however, it includes a much-needed provision for granting permanent residence to those Hungarian refugees who were admitted to this country under the emergency parole provision of the law.

Both bills are similar to one that passed the Senate in the closing hours of the last Congress, largely through the efforts of Senators Lyndon Johnson, Watkins and Dirksen and former Senator Clements. That bill, however, unlike the current Dirksen and Walter bills, contained a modest pooling-of-quotas provision. It provided for the redistribution of 18,500 unused quotas annually to countries with quotas of less than 7,000. It died in the House.

Earlier this session, the House Judiciary Committee employed a seldom-used technique of appending general immigration amendments to Senate-approved private immigration bills. Two such amended bills have already passed the House: S. 247 (to forgive certain refugees who misrepresented their birthplace because of a fear of forcible repatriation to Communist-dominated countries); and S. 461 (to grant permanent immigration status to certain skilled specialists already in this country). Three private bills containing other general amendments are now pending before the full House Judiciary Committee: S. 126, S. 253, and S. 623. All these amendments have been included in the Walter-Dirksen bills.

Congressman Walter is pushing for passage of his package program. He hopes to have action on it expedited by having it tacked on to one of the private bills. It is anticipated, however, that some Senators may seek to include additional reforms, like the provision for Hungarian refugees included in the Dirksen bill and a modest pooling provision such as that passed by the Senate last year. Unless Senate leader Johnson and Speaker Rayburn are more persuasive than they were last year--and there is some hope they may be--Walter can be expected to oppose the pooling provision and block its passage.

-- David A. Brody,
Anti-Defamation League of B'nai B'rith.

(NOTE: The National Community Relations Advisory Council has made available for Clearing House distribution copies of its Legal and Legislative Information Bulletin, analyzing the major proposals before the 85th Congress for basic revision of the McCarran-Walter Immigration and Nationality Act, which should be useful for reference purposes at least for the duration of the present Congress. However, the limited number of copies on hand permit us to enclose it with this Clearing House Bulletin only for our "local" list (which receives notices of meetings, minutes, etc.). If it is not included with your Bulletin, and you would like to have it, please write the NCRAC, 9 East 38th St., New York 16.)

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NEW BRICKER RESOLUTION GETS SENATE HEARING

The merits of Senator Bricker's newest version of a constitutional amendment to modify the treaty-making powers of the President (S.J. Res. 3, 85th Congress) were argued before a subcommittee of the Senate Judiciary Committee which opened hearings on June 25. Senator Bricker was the only witness in support of the proposal; Senator Hennings (D., Mo.) appeared in opposition. Although the hearings were recessed subject to the call of the chair, it is unlikely that any more will be held, unless there is pressure for immediate action on the resolution. (It has been reported that Senator Dirksen (R., Ill.), a member of the subcommittee, had urged the chairman, Senator Kefauver (D., Tenn.), to report the resolution to the full Committee at the end of the hearing. The suggestion was not accepted, on the ground that the resolution is a new proposal and therefore should be subject to further study and comment. The record of the hearings will be open for two weeks for the inclusion of statements by interested groups or individuals.)

Both Senators leaned heavily on the Supreme Court's recent decision in Reid v. Covert for support of their own viewpoints. Said Senator Hennings: "If there was ever any need for an amendment because of doubt as to the supremacy of the Constitution over treaties -- and I don't think there ever was the slightest doubt -- that need has now completely vanished in the light of (this) opinion. . . I challenge the proponents of the amendment -- those few who remain after this devastatingly clear opinion -- to point to a single phrase in any of the opinions in the case that gives the slightest credence to their contention that a constitutional amendment is necessary."

Senator Bricker, on the other hand, quoted excerpts from the same decision to reinforce his position for the need of an amendment: ". . . the most recent pronouncement of the Supreme Court is, 'no agreement with a foreign nation can confer power on the Congress, or on any branch of government, which is free from the restraints of the Constitution.' . . . The Court's observations on treaty law repudiate the argument of some opponents of my amendment that constitutional restraints on the treaty-making power are incompatible with the effective conduct of foreign policy in an atomic age."

Other developments in this field are believed by some to have eliminated any need for the Bricker Amendment. Discussing the action taken by the Senate Foreign Relations Committee and approved by the Senate, with regard to the treaty permitting the U. S. to become a member of the International Atomic Energy Agency, Arthur Krock wrote in the New York Times on June 18:

"The statement of its 'understanding' with the Executive that the Senate is about to include in its resolution approving the treaty by which the United States is to become a member of the International Atomic Energy Agency is the first employment of a simple method whereby the causes for loading down treaties with 'reservations' and the principal argument for the Bricker Resolution are simultaneously removed. . . .

"Beginning in November, 1953, and many times thereafter, it was pointed out by this department that the method now employed by the Senate Committee on Foreign Relations was constantly available, and that by two changes in Senate Rule XXXVII the genuine concern of Senator Bricker and his supporters could reasonably be allayed. One of these changes has since been effected: that there must be a roll-call on any vote by which treaties are approved or rejected. But the Senate has not yet made the other change in the rule, though it was followed in principle in the atomic energy treaty resolution recommended by Senator Green's committee. . . Should the Senate make a precedent of the Green resolution, it could get the same results on an item-by-item basis. But inserting in Rule XXXVII the provision as outlined here would remove the last prop under the Bricker proposal as long as the rule endured."

The so-called Bricker Resolution has been introduced in four successive Congresses, but as time passes Congressional support for it seems to be decreasing. When it was introduced in the 82nd Congress its sponsorship included a majority of the members of the Senate. This year, however, Senator Bricker is its sole sponsor. Several versions of the proposal have been introduced this year in the House -- eight, to be exact -- but they have not even been referred to subcommittee and it is extremely doubtful that they will be considered in this Session.

One of these resolutions, sponsored by Congressman Noah Mason (R., Ill.) is, in his words, as "strong as the original Bricker Amendment," which, he continued, "has been watered down so much to meet the objections of the President and the State Department that even if passed it would not prove an effective check upon

the Executive. The present Bricker amendment is a very poor substitute, in my opinion, for the original amendment submitted by Senator Bricker."

This view is not shared by Senator Hennings, who termed the new version of the amendment a "very dangerous proposal." For a careful analysis of the current proposal the following materials are recommended:

1) Senator Hennings' and Senator Bricker's statements on S. J. Res. 3, presented before the Constitutional Amendments Subcommittee of the Senate Judiciary Committee on June 25, 1957, and available from their respective offices.

2) Report dated May 1, 1957, of the Association of the Bar of the City of New York, from its offices, 42 West 44th Street, New York.

3) "Views of Deans of Law Schools on the Bricker Amendment;" a pamphlet available from the Committee to Defend the Constitution by Preserving the Treaty-Making Powers, 29 Broadway, New York 6.

In a related development the Senate Foreign Relations Committee approved a bill (S. 603) introduced by Senator Knowland (R., Calif.) that would require the international agreements, other than treaties, be submitted to the Senate within 60 days after they are executed. This is identical with a bill passed by the Senate in the 84th Congress. For a detailed discussion of this proposal see Civil Liberties Bulletin No. 46, July, 1956, page 5.

-- Olya Margolin,
National Council of Jewish Women.

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FREEDOM OF INFORMATION IS ISSUE IN EXAMINATION OF PASSPORT POLICY

Freedom of information is the immediate issue at stake in congressional studies of the State Department's ban on passports for news correspondents for Communist China. Representatives of the press and other information media hold that the American people have a right to first-hand, non-Communist reports on conditions there, and that the availability of such information is in the national interest.

The Senate Foreign Relations Committee has begun hearings on S. Con. Res. 21, introduced by Senator Thomas C. Hennings (D., Mo.) which would declare it the sense of the Congress that the State Department should issue a new passport to William Worthy of the Baltimore Afro-American, whose request has been refused because he went to China last winter.

The House Foreign Affairs Committee has held hearings on State's denial of passports to correspondents wishing to visit Communist China, and has before it a bill, H. Con. Res. 153, introduced by Rep. Emanuel Celler (D., N. Y.) which calls on the State Department to issue a passport to "any duly accredited newspaper man or woman, or radio or television reporter assigned by the information medium by which employed to perform reportorial duties in any country or area abroad."

While Secretary of State John Foster Dulles is currently re-examining this policy, there is no indication so far that he will change it. On June 26,

Mrs. Franklin D. Roosevelt reported in her column that her wish to make a news-gathering trip to Communist China had been blocked by State's refusal of her request for validation of her passport for travel there.

-- Edward F. Snyder,
Friends Committee on National
Legislation.

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"CHARITY RACKETS" BILL
CLARIFIED BY AMENDMENT

H.R. 3400, the District of Columbia "charity racket" bill to regulate solicitation of funds in phoney charity drives, had features that some civil rights organizations found objectionable. Among these were the authority given the Commissioners to examine and publish any organizational records, the absolute prohibition against telephone solicitation by paid personnel, the complicated procedure set up to regulate solicitations, and the failure to differentiate between paid and volunteer solicitors.

In the Senate subcommittee to which the House-passed bill was referred, some of these objections were recognized and amendments were adopted. These would limit inspection of records to "financial" records, prohibit the publication of membership or contribution lists, exempt religious organizations from coverage, and allow telephone solicitation by staff members of soliciting organizations.

On June 27, the Senate's changes were agreed to by the House and the bill as amended was sent to the President for signature.

-- Francis Pohlhaus,
National Association for the Advancement
of Colored People.

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BILLS AFFECTING AMERICAN INDIANS
IN THE 85th CONGRESS

At the beginning of the 85th Congress it appeared likely that important legislation affecting American Indians would be promptly enacted. Early in the session, various members in both Houses reintroduced the most important measures held over from the preceding Congress. Senator Murray introduced S. Con. Res. 3 calling for a Point-4 Program for Indians. In reality this would be a restatement of Congressional policy, now supposedly stated in H. Con. Res. 108 of the 83rd Congress, which called for the termination of federal supervision of Indians at the earliest possible date and specifically named certain states and tribes for which "termination" should be arranged immediately. S. Con. Res. 3, which looks to a long-range improvement and development program, is in substance a repudiation of "108". In the House identical resolutions, H. Con. Res. 155 and 160, were introduced by Representatives Metcalf and McGovern, respectively.

The 83rd Congress also passed P. L. 280, which provided for the transfer of civil and criminal jurisdiction over Indians to certain named states and further gave the consent of the United States to the assumption of jurisdiction by any other state. When President Eisenhower signed the bill, he issued a statement

saying that he signed with reluctance and he urged the Congress to amend or strike out two objectionable sections. In the 84th Congress several amending bills were introduced but all failed. Again in the 85th Congress, early in the session, amending bills of two kinds were introduced. The administration continued to insist that the transfer of jurisdiction to the states should be made without requiring Indian consent. Most of the Indian tribes and national organizations working for Indian welfare supported other bills which would make the transfer effective only when agreed to by the various Indian tribes. The pending bills in this field are S. 210, S. 331, H. R. 3493, and H. R. 3790.

A third major bill, again identical with a bill in the 84th Congress, is H. R. 2787, which would set up a method and authorize appropriations to deal with the complicated problem of Indian heirship lands. A large percentage of the individually allotted lands now held by Indians is held in undivided interests in the second, third, or even later generations after the original owner. Under existing law the consent of all the heirs is necessary to a lease or sale. Although the text of this bill has been before the Interior Department for 2-1/2 years, it has not yet made a report to the Congress and it seems unlikely that any report will be made in the near future.

Although the Congress has not formally stated a new policy, it is clear that the attitude of the Senate and House committees is not the same as it was three or four years ago. It has been necessary to amend the Klamath and Menominee termination acts because some provisions of those statutes are unworkable or unfair to the Indians. Several amending bills have extended the time in which plans may be worked out and have also provided for federal contribution to the costs of termination. These costs include social-economic surveys and timber cruises.

Senator Langer with 20 other Senators sponsored a bill, S. 574, which was intended to promote industrial development on or near Indian reservations. It would authorize a fund of $200,000,000 to be lent to tribes, corporations or individuals. Although this bill has strong bipartisan sponsorship, its passage seems doubtful. Indians are also interested in the Area Redevelopment bill, S. 964, sponsored by Senator Douglas and 18 other Senators. As originally introduced in the 84th Congress, (S. 2663) this bill would have excluded Indians, but after good hearings, at which many Indians testified, the bill was amended to make Indian tribes eligible. The amended language is retained in this year's bill.

Beyond proposals in the fields of health and medicine, most of the other Indian bills in the present Congress deal with the affairs of particular tribes. One of these is worthy of notice, because its enactment might set a precedent for a new federal-state relationship in dealing with Indian affairs. This is the Humphrey-Marshall bill, (S. 1595, H. R. 6943) which would establish an autonomous Indian administration for the State of Minnesota. It would be a federal corporation with wide powers. It would have on its Board of Directors representatives of the State, of the Federal Government, and of the Indians of Minnesota.

-- William Zimmerman, Jr.,
Association on American Indian Affairs.

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AJCONGRESS ISSUES DOCUMENTED REPORT ON EGYPTIAN CAMPAIGN AGAINST JEWS

The American Jewish Congress has renewed its appeal to President Eisenhower to intervene with the Masser regime to halt the Egyptian government's policy of oppression against its Jewish population, has called on the United States delegation to take the lead in the General Assembly in pressing for action against Egypt's violations of fundamental human rights, and has urged the U. S. government to offer haven to Jewish expellees from Egypt. These three actions are advocated in a report entitled "The Black Record: Nasser's Persecution of Egyptian Jewry," a 48-page survey of the tragedy that has engulfed the Egyptian Jewish community, which warns that "unless the free world acts decisively and immediately, the Jewish community of Egypt is doomed."

"The Black Record" charges Egypt with carrying out a well-planned and systematic program based on Hitler's pattern, aimed at the destruction of its Jewish populace, and based on "a deliberate and long-planned policy" that is still in operation. On November 1, within 72 hours of the outbreak of fighting in the Sinai Peninsula, the Egyptian government promulgated a series of decrees which, among other things, laid the groundwork for the seizure of hostages; denationalization of Jews; internments and expulsions; and sequestration of property. "These decrees," the report says," "could not have been conceived, written and printed in the three or four days that intervened between the opening of military hostilities and their publication in official journals. They were obviously the product of considerable study and preparation . . . and their very perfection indicates that these acts reflect not an improvised response but a thorough plan."

The contention of Egyptian government spokesmen that the on-going campaign has been directed solely against "Zionist agents" is dismissed by "The Black Record" as a semantic ruse designed to divert world opinion from its essential character. The fact is, the study states, that the Zionist movement has had little influence among Egyptian Jews. These constitute only a tiny minority of 50,000 in the total population of 22 million, but the number of them affected by the acts of internment, expulsion and sequestration is so large as to preclude any belief that the target of Egypt's wrath is solely the "Zionists" who allegedly menace Egypt's security, the document points out.

Expulsion Figures High

To document its charges, the survey cites a mass of data, including eye-witness accounts by victims of the persecution, reports by reputable journalists and agencies, diplomats and official Egyptian documents. An appendix listing the arrivals of refugee Jews from Egypt shows that between November 22, 1956, and January 23, 1957, the total number of expellees was 8,435, or almost one-fifth of the entire Jewish community of the country. That total has since been increased substantially.

Rather than ceasing after the UN cease-fire and the termination of hostilities, the persecutions "took on such intensity that their ultimate import could not be mistaken," the report says. That these persecutions "continue and give no sign of abating" was emphasized by the AJCongress is making the report public, pointing out that an additional 15,000 Egyptian Jews were already awaiting transportation facilities to leave Egypt, and that the International Red Cross had reported that 4,500 Jews were being carried on the rolls of the rabbinical councils in Cairo and Alexandria as "entirely destitute." August Lindt, U. N. High Commissioner for Refugees, announced shortly before the survey was issued that in the next six months he expects 13,800 Egyptians to arrive in Europe as refugees. The great majority of these will be Jews.

Three-Point Program

Demonstrating that Egypt's anti-Jewish program is a contravention of the Geneva Convention of 1949, of which Egypt is a signatory, and of the Universal Declaration of Human Rights adopted in 1948 by the UN General Assembly, "The Black Record" deplores the UN's failure to take any public action with respect to Egyptian Jewry, and contrasts this lack with the UN's adoption of ten different resolutions relating to the oppression of the gallant Hungarian revolutionaries. The study also expressed disappointment at the failure of the American government to press for action to end the persecutions, and noted that civic groups, church bodies, and labor and professional organizations have urged the U. S. to take more effective diplomatic action.

The booklet concludes with the following recommendations:

"1. The President of the United States should remind the Government of Egypt directly of its obligation as a member of the United Nations and of the civilized community to abandon its present course . . . and to cease and desist from its acts of arrest, economic strangulation, persecution and deportation.

"2. The U. S. delegation to the United Nations should take the lead in the General Assembly in calling for action consistent with the Charter of the United Nations and with the several international compacts to which Egypt is a signatory that expressly guarantee respect for fundamental human rights.

"3. The Government of the United States should extend this country's tradition of sanctuary and haven to the Egyptian refugees. It should use the existing authority exercised by the Attorney General under the immigration laws on behalf of Hungarian refugees in a similar fashion on behalf of those Jews and stateless persons in Egypt who have been deported or compelled to leave."

Copies of "The Black Record" are available from the American Jewish Congress, 15 East 84th Street, New York 28.

-- Sanford Bolz,
American Jewish Congress.

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RECENT SUPREME COURT DECISIONS
AFFECTING CIVIL LIBERTIES

In the past few weeks the Supreme Court has handed down a number of decisions of far-reaching import in the field of civil liberties. They include:

Censorship: On July 24 the Court --

1) upheld, 6-3, the Federal obscenity statute prohibitng the mailing of indecent literature. The First Amendment's guarantees of freedom of speech and press do not extend to the protection of obscene matter, the Court ruled, holding that "All ideas having even the slightest redeeming social importance. . . have the full protection of the guarantees . . . but implicit in the history of the First Amendment is the rejection of obscenity as without social importance." The Court said that the portrayal of sex in art, literature or scientific works is not in itself sufficient reason to deny material the constitutional protection of free speech and press, but that the test is whether material "appeals to prurient interest;"

2) likewise sustained, 7-2, a California law against keeping for sale or advertising obscene or indecent books;

3) and sustained, 5-4, a New York statute authorizing the police to seize obscene books summarily, and then obtain a Court order authorizing their destruction. The Court said this did not violate the due process clause of the Constitution.

Delay in Arraignment: In another June 24 decision, the Court freed a man convicted as a rapist, on the ground that in holding him for 7-1/2 hours while questioning and eliciting a confession from him, the police had violated Rule 5 of the Federal Rules of Criminal Procedure, which requires that an arrested person must be brought before a committing magistrate "without unnecessary delay." His confession was therefore not admissible as evidence against him, the Court rules.

Congressional Investigating Powers: On June 17, in a 6-1 decision with Justice Clark dissenting, the Court reversed the congressional contempt conviction of John T. Watkins, holding that (1) the limitation placed by the First Amendment on congressional investigating powers, (2) the lack of power by a congressional committee to "expose for the sake of exposure" and without a clearly-defined legislative purpose, and (3) the indefiniteness of the authorizing resolution of the House Un-American Activities Committee, combined to render the propriety of the Committee's inquiry into Watkins' political associations and beliefs so vague that he could not determine with certainty whether or not the questions were relevant to any legitimate congressional purpose. Therefore he cannot be convicted for an act the consequence of which was not predictable.

State Investigations: In a separate opinion on the same date, the Court also reversed a New Hampshire Supreme Court contempt conviction against Prof. Paul M. Sweezy, author-lecturer at the University of New Hampshire, for not answering questions put to him in an investigation conducted by the State's Attorney General. Following the Watkins decision, the Court held that the jurisdiction of the investigator was not clear, due to too broad a grant of power to investigate by the State Legislature to the Attorney General. In a concurring opinion, Justices Frankfurter and Harlan held flatly that Sweezy's rights under the First Amendment had been violated.

Discretionary Firing Power: In an 8-0 decision, also on June 17, the Supreme Court held that Dean Acheson, then Secretary of State, had acted incorrently in discharging John Stewart Service as a security risk in 1951. The Court said that the State Department had violated its own regulations safeguarding the employee's rights, in dismissing Service under the McCarran Rider (which authorized the Secretary of State to dismiss employees when it was deemed necessary "in the interest of the United States") after the Deputy Under Secretary of State had approved the Department's Loyalty Security Board's prior action in clearing him.

Smith Act Cases: By another June 17 decision the Court upset the Smith Act conviction of five California Communists, and ordered new trials for nine others in a 4-3 majority. The decision rested on two bases:

1) The Government had misconstrued the word "organize" in the Smith Act to mean a continuing process that goes on throughout the life of an organization. The Court held that a stricter construction of "organize" must be made, which dictates the meaning in terms of "to establish or to found." Since the Communist Party was organized in its present form not later than 1945, the three-year Statute of Limitations applied.

2) The trial court judge's instructions to the jury were defective in that they failed to point out that under the Act, advocacy of the violent overthrow of our

Government must be advocacy of action, now or in the future, made with the intention of inciting people to that end, and not merely a theoretical urging.

Disclosure of Government Records: On June 3, the Supreme Court ordered a new trial for Clinton E. Jencks, holding that the Government must either dismiss the charges against him, or make available to him for the preparation of his defense FBI reports about which Government witnesses had given oral testimony. Jencks had been convicted of filing a false non-Communist affidavit in 1950, when he was president of a local of the Mine, Mill and Smelter Workers, a union expelled by the CIO as being Communist-dominated.

The Fifth Amendment and Assumption of Guilt: By a unanimous ruling on May 30, the Supreme Court granted a new trial to Max Halperin, a New York lawyer, because the trial judge had permitted the prosecuting attorney to bring out the fact that Halperin had refused on Fifth Amendment grounds to answer questions put to him in the course of a Grand Jury investigation of corruption in the Bureau of Internal Revenue; and because the judge had instructed the jury that, in determining what weight should be given to Halperin's testimony, it could take into consideration his invoking of his constitutional privilege.

-- Irving Ferman,
American Civil Liberties Union.

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CLEARING HOUSE WILL DISTRIBUTE CIVIL LIBERTIES FILM PRINTS

The Clearing House is grateful to the Carrie Chapman Catt Memorial Fund, which has offered it several interesting film prints that were formerly distributed by the Freedom Agenda program, and that became available with the closing of the Freedom Agenda offices. The pictures deal provocatively with questions of freedom of thought and speech, and are designed to be a basis for group discussion. We will be glad to loan them to any national or local organization or citizens' group, at a rental charge of $3 for out-of-town, or $2 in the metropolitan Washington area, to cover postage and handling.

The films are: Freedom to Learn, Freedom to Read, Omnibus, the J. Robert Oppenheimer - Ed Murrow interview, The Open Mind, What Do You Say?, What Do You Think?, and The Challenge.

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ORGANIZATIONAL PROGRAMS AND PEOPLE

Dr. Ralph F. Fuchs, who has been a member of the Clearing House Administrative Committee during the past year and who served with Kenneth Birkhead of AVC as co-chairman of our 1957 conference, will leave Washington and his position as General Secretary to the American Association of University Professors late in August. He has been AAUP General Secretary since September 1, 1955, succeeding the late Ralph E. Himstead, who was also active in Clearing House affairs. Dr. Fuchs will be succeeded by Dr. Robert K. Carr, Parker Professor Law and Political Science at Dartmouth College, who is well-known as the Executive Secretary of President Truman's Committee on Civil Rights, which issued its report, "To Secure These Rights," in 1947, and as the author of a number of publications in the civil liberties field. This has been Ralph's third extended stay in the Capital. He says he is leaving his Washington

activities and associations with extreme regret; but the classrooms and law books of Indiana University, from which he has been on leave-of-absence, possess an overwhelming attraction for him after the two years he has been away.

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In mid-June Katherine Jansson resigned her post as Washington representative of the American Association for the United Nations, which she had held for nearly seven years. Mrs. Jansson was a vice chairman of the Clearing House in 1955 and 1956. Her successor at the AAUN office is Mrs. Lynn Kirk, who has been assistant to the director of the Cooperative League of the USA for several years.

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Nearly one out of four hotels in the United States practice religious discrimination in the admission of guests, according to a survey conducted by the Anti-Defamation League of B'nai B'rith. The survey team tried to examine the policies of 3,014 hotels in the U. S., Canada, Mexico, Hawaii, Alaska and the Caribbean, but was able to get current specific information for only 1,065 of them. Of these, 237 or 22.2 percent were shown to discriminate against Jews. . . Another ADL study indicates a sharp decline in religious and racial discrimination in college fraternities, with veterans who entered college after World War II leading the student movement to eliminate discrimination.

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The Rev. Dr. Fred S. Buschmeyer has been elected general director of the Washington Office of the National Council of Churches, succeeding the late Dr. Earl F. Adams, who was chairman of the Clearing House. Dr. Buschmeyer will take over his new post on September 1. Since 1949 he has been associate general secretary of the Congregational Christian Churches and executive director of that denomination's Department of the Ministry. He has travelled widely in the interests of the ecumenical movement, serving as a key participant in World Council of Churches conferences. A native Californian, Dr. Buschmeyer received degrees in religious education and in sacred theology from Boston University, and holds honorary doctorates in literature and theology from the University of New Hampshire and the Pacific School of Religion.

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Something new has been added -- a bright shiny diamond to Julia Bennett's left hand. Her engagement to John M. Armistead, a Knoxville, Tenn., attorney, was announced in June. As director of the American Library Association's Washington office, Julia has been responsible for ALA liaison with the Federal legislative and executive branches since 1951. In 1954 and 1955 she was the Clearing House's secretary, and currently she is its vice chairman on intellectual freedom. She has resigned her ALA post effective November 1.

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Leonard P. Aries, director of the Washington office of the National Conference of Christians and Jews, has been named director of the organization's National Commission on Labor-Management Organizations, and started his new work on July 1. A government lawyer before he joined the NCCJ in 1953, Len is a member of the Clearing House Administrative Committee.

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The appointment of Charles S. Zimmerman, vice president of the International Ladies Garment Workers Union, as chairman of the AFL-CIO Civil Rights Committee, was recently announced by AFL-CIO President George Meany. Mr. Zimmerman has played a leading role in many human rights activities in labor and civic affairs. He is chairman of the executive board of the labor advisory committee of the New York State Commission Against Discrimination, and a member of the New York Mayor's Commission on Inter-Group Relations. He is also chairman of the Anti-Discrimination Department of the Jewish Labor Committee, and is active in the work of the Urban League and the NAACP. The AFL-CIO Civil Rights Committee was established by the constitution of the merged labor movement, and has as its objective the extension of equal rights to all workers, regardless of race, creed or color. Mr. Zimmerman succeeds James B. Carey, President of the International Union of Electrical, Radio and Machine Workers, in the post.

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Sidney Hollander, who is a member of the Clearing House Advisory Board, was honored as Maryland's "Mr. Civil Liberties" by the Maryland Branch of the American Civil Liberties Union when it made its "1957 Report on Civil Liberties" in the State and the Nation.

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Margaret Garrity, former race relations secretary for the National Catholic Welfare Conference here, has been appointed regional director of the newly-established Chicago regional office of the President's Committee on Government Contracts. The office will serve the Committee as a working liaison with government contracting agencies, contractors, labor organizations and social agencies concerned with the elimination of discrimination in employment, in the States of Illinois, Indiana, Michigan and Wisconsin. Maggie, who as secretary of the Catholic Conference on Industrial Problems was a member of the Clearing House Administrative Committee in 1955, has set up an office at Room 1021, Bankers Building, 105 West Adams St., Chicago.

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The Federation of American Scientists is losing Dorothy Higinbotham, who's been administrative secretary at its national office here for the past ten years, and whose marriage to Theodore Osgood, a Foreign Service officer with the State Department, took place in late June. While Dottie is willing to work part-time for the next several months, the FAS is looking for additional help in its Washington office, and would welcome suggestions.

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Richard C. Shipman has joined the Washington office of the National Farmers Union, where his assignment covers all work relating to citizenship, including civil rights and liberties. He is a former vice president of the Farmers Union in Montana, where he ran a ranch.

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MATERIALS IN THE CLEARING HOUSE FIELDS

REPORT OF THE COMMISSION ON GOVERNMENT SECURITY: This 800-page report to the President and Congress was made public on June 23, after a year and a half of study by the 12-member Commission which was headed by Loyd Wright. (Mr. Wright discussed the Commission's work at the June Clearing House meeting.) The Commission was set up by

Congress in 1955 to "investigate the entire Government security program" with an aim to developing "a sound Government program" to establish procedures, to vigorously enforce "effective and realistic security laws" and to assure a "careful, consistent and efficient administration of policy in a manner which will protect the national security and preserve basic American rights." The sweeping report covers all present security programs, as well as international organizations, passports, civil air transport, immigration and nationality, and criminal statutes, and concludes with proposals for legislation covering a Federal security act, loyalty of military personnel, immigration and passport security act, interception of wire and radio communications, and unauthorized disclosure of defense information, and for executive orders dealing with port security, airport security and international organizations. One of its major recommendations is for a Central Security Office within the Executive Branch. The wide public discussion which followed its release will become intensified as it is studied and as legislative and executive moves to implement its recommendations develop. The Commission (441 G St., N. W., Washington 25, D. C.) has been making a limited number of copies available to national organizations. It can also be secured from the Government Printing Office, Washington 25, D. C., at $2.50 a copy.

SCHOOL CALENDAR-- September '57 - August '58: Issued annually by the American Jewish Committee, this desk calendar lists all important patriotic and religious observances and explains the Protestant, Catholic and Jewish holy days. Although it was originally designed for school use only, it has become increasingly popular with non-school people, and it is an invaluable help in planning inter-organizational work. 20¢ a single copy, quantity prices on request, from the AJC's Community Relations Service, 386 Fourth Ave., New York 16.

ASSAULT UPON FREEDOM OF ASSOCIATION: This study by the Council for Social Action of the American Jewish Congress is the first comprehensive document covering "The Southern Attack on the NAACP." Its first half consists of a state-by-state description of moves and techniques used by Southern state governments in an effort to proscribe the NAACP's activities or to outlaw it, in the past two years; the second half is an analysis of these legal and quasi-legal devices and of their effects on basic constitutional liberties and their implications for other community organizations, documenting the foreword comment of Eugene Carson Blake, President of the National Council of Churches: "These 'legal' attempts to make it impossible for Negroes and others to associate freely to secure their rights under the law of our land are a threat to the liberties of all Americans of all races." 35¢ a copy in bulk orders, 50¢ an individual copy, from the American Jewish Congress, 15 East 84th St., New York 28.

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Minutes August 7, 1957

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House held its monthly meeting on Wednesday, August 7, at the Washington Post's Community Room, with the following attendance: Herman Edelsberg, Anti-Defamation League, chairman; Olya Margolin, National Council of Jewish Women; Lynn Kirk, American Association for the United Nations; Frances Feldman, American Jewish Committee; Rudolph Danstedt, National Association of Social Workers; Virginia Kinnaird and E. W. Davis, National Education Association; Eva Sofer, National Jewish Welfare Board; Josephine Kyles, Washington Federation of Churches and AME Zion Church; Rose Kalichstein, Washington Chapter, Hadassah; Rosaline Fisher, D. C. League of Women Voters; Martha Wildhack, General Alliance of Unitarian Women.

Irving Ferman, American Civil Liberties Union; Julia Bennett, American Library Association; Julia Thompson, American Nurses Association; Richard C. Shipman, National Farmers Union; Ralph F. Fuchs, American Association of University Professors; Paul Sifton, United Automobile Workers of America; Kenneth A. Meiklejohn, International Ladies Garment Workers Union; Gladys Irwin, National Board, Y.W.C.A.; Betty Douglas, League of Women Voters; Frances Neely, Friends Committee on National Legislation; David A. Brody, Anti-Defamation League; Florine Harding, Association for Childhood Education (observer); Marie S. Klooz, Women's International League for Peace and Freedom; Dorothy C. Guinn, National Council of Negro Women; Mrs. Michael Shapiro, B'nai B'rith Women; M. R. Hal Silvers, American Veterans Committee; Allison Bell, AAUW (observer); Cole Blease, California FCNL, and Irene Silvey, guests; Mary Alice Baldinger and Irene Zweigenhaft for the office.

Summer Recess : The meeting approved a recess until October. Wednesday, October 2, was tentatively selected as the date of the next meeting; announcement cards will be mailed out by the office prior to the session.

Guest Speakers : Howard Shuman, legislative assistant to Senator Paul Douglas, discussed the civil rights situation, and William Foley, general counsel to the House Judiciary Committee, spoke on the work of the Special Sub-committee on the Supreme Court Decisions.

Current Reports : Reports which were presented and discussed at the meeting, and which will be summarized in the next Civil Liberties Bulletin, were:

The impact of the segregation problem on higher education in the South — DR. Fuchs of the AAUP. (The chairman expressed the regret of the Clearing House organizations that Dr. Fuchs, who has served on the Administrative Committee for the past year and who was co-chairman of the 1957 Conference, is about to leave Washington to return to teaching at Indiana University, from which he has been on leave of absence.)

Status of legislation to revise or extend the loyalty-security programs — Betty Douglas, league of Women Voters.

Developments in the immigration area — Olya Margolin, National Council of Jewish Women.

— Herman Edelsberg, Chairman
Mary Alice Baldinger, Executive Director

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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SIDNEY HOLLANDER
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(Anti-Defamation League of B'nai B'rith)

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Administrative Committee
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(National Conference of Christians and Jews)
SANFORD BOLZ
(American Jewish Congress)
DR. RALPH F. FUCHS
(American Association of University Professors)
ARTHUR J. GOLDBERG
(General Counsel, United Steelworkers of America)
MARTHA MILLS
(League of Women Voters)
CLARENCE MITCHELL
(National Association for the Advancement of Colored People)
ALAN BARTH
ELEANOR BONTECOU

•

Executive Director
MARY ALICE BALDINGER

August 14, 1957

To : Organizations Associated through the National Civil Liberties Clearing House.

Re : Election of Officers.

Attached is a ballot for the election of officers of the National Civil Liberties Clearing House for 1957-58.

This slate was submitted in June by the Nominating Committee (Robert W. Frase, American Book Publishers Council, chairman; Lucile Ellison, National Education Association Defense Commission; Kenneth Meiklejohn, International Ladies Garment Workers Union; Francis Pohlhaus, National Association for the Advancement of Colored People; and Bernard Weitzer, Jewish War Veterans of the U. S. A.), and was circulated to associated organizations with the minutes of the June meeting.

As provided by the constitution and announced at the June and July meetings of the Clearing House and in the Nominating Committee's report, the slate was open to additional nominations through July 15.

No further nominations were received.

Yours truly,

Mary Alice Baldinger,
Executive Director.

Please return to

NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Ave., N. W.,
Washington 6, D. C.

B A L L O T

(Elected office in the Clearing House comprises a chairman, four vice chairmen, secretary, treasurer, and six Administrative Committee members.)

( ) Chairman : Herman Edelsberg, Anti-Defamation League of B'nai B'rith.

Vice Chairman :

( ) Civil Liberties : Kenneth Birkhead, American Veterans Committee.

( ) Civil Rights : Boris Shishkin, AFL-CIO.

( ) Human Rights : Dr. Robert E. Van Deusen, National Lutheran Council.

( ) Intellectual Freedom : Virginia Kinnaird, National Education Association Defense Commission.

( ) Secretary : Irma Piepho, National Council of Catholic Women.

( ) Treasurer : Nathaniel H. Goodrich, American Jewish Committee.

Administrative Committee :

( ) Dr. Leonard Aries, National Conference of Christians and Jews.

( ) Arthur J. Goldberg, United Steelworkers of America.

( ) Martha Mills, League of Women Voters of the U. S.

( ) Clarence Mitchell, National Association for the Advancement of Colored People.

( ) Julia Thompson, American Nurses Association.

( ) Edward Snyder, Friends Committee on National Legislation.

Name : _____

Organization : _____

Address : _____

8/14/57

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(National Association for the Advancement of Colored People)
ALAN BARTH
ELEANOR BONTECOU

•

Executive Director
MARY ALICE BALDINGER

RECEIVED AUG 29 1957

August 27, 1957

Mr. Harold C. Fleming
Executive Director
Southern Regional Council
Room 432, 63 Auburn Ave. N.E.
Atlanta 3, Georgia

Dear Mr. Fleming:

In Mrs. Baldinger's absence I wish to thank you for your letter of August 21 with check for $25.00 therein.

I am sure the information about the state organizations will be very helpful to Mrs. Baldinger.

Sincerely yours,

Eva Sofer

Eva Sofer, Secretary to
Mary Alice Baldinger

20

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

August 29, 1957.

Mr. Harold C. Fleming,
Executive Director,
Southern Regional Council,
63 Auburn Ave., North East,
Atlanta 3, Georgia.

Dear Harold:

This is to acknowledge and thank you for the $25 subscription from the Southern Regional Council which arrived here last week.

I have some idea of your financial problems (which must rather resemble my own on a far larger scale) and so I appreciate your thoughtfulness and cooperation all the more.

I'm grateful, too, for your suggestion about the state organizations, and will follow through on it after the first of October.

Thank you again, and all the best,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

20

August 21, 1957

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

I am afraid that the minimum amout of $25.00 is the best we can do, and I am enclosing check in that amount. I wish it could be more, but perhaps this small sum from the poverty stricken South will stir the consciences of some of our wealthy Northern cousins.

As to the state organizations which George Mitchell suggested that you add to your mailing list: they are autonomous organizations and as of October 1st will be completely independent of the Southern Regional Council. While they are hard pressed financially, you might want to send each one of them a letter similar to the one which you wrote me.

All best regards.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1 check

RECEIVED AUG 19 1957

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(National Association for the Advancement of Colored People)
ALAN BARTH
ELEANOR BONTECOU

Executive Director
MARY ALICE BALDINGER

August 15, 1957.

Mr. Harold Fleming, Director,
Southern Regional Council,
63 Auburn Ave., North East,
Atlanta 3, Ga.

Dear Harold:

I am wondering if it would be possible for the Southern Regional Council to begin making any subscription payment to the Clearing House?

We are having a rather difficult time this year. While the number of cooperating organizations keeps growing -- both in our annual conferences and in our year-round program -- this brings a concomitant increase in demands on us for materials and services, and in our expenses.

But this year the Robert Marshall Civil Liberties Trust, which contributed $2500 in 1956, has told us that its Trustees think the organizations themselves should assume greater responsibility for maintaining the Clearing House, and it has accordingly reduced its contribution for 1957 to $500.

Because of this, the Administrative Committee has decided that we must ask every group that receives our mailings to do what it can towards helping to cover the actual production costs of our mailings and services.

Back in 1951, the Administrative Committee set $25 per name per year as the amount needed to do this. George Mitchell some time ago asked us to add your office and nine of your regional offices to our mail list, and we were glad to do so without charge, as a part of our informational work in our fields.

I am quite sure that we couldn't expect the Southern Regional Council to subscribe for all of these at the rate the Administrative Committee has suggested.

But if you can make any token payment, it will be much appreciated. I'm attaching a copy of our 1956 financial report to show you how much we need any help you can give us.

With best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

20

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Financial Records — January 1 - December 31, 1956

Contributions and subscriptions:

Amalgamated Clothing Workers of America, AFL-CIO	$ 200	
American Association for the United Nations	25	*
American Association of University Professors	100	*
American Book Publishers Council	150	*
American Civil Liberties Union	750	
American Council on Education	25	*
American Council on Human Rights	25	*
American Council of Learned Societies	15	*
American Ethical Union	150	*
American Friends Service Committee	200	*
American Jewish Committee	100	*
American Jewish Congress	50	*
American Library Association	75	*
American Newspaper Guild, AFL-CIO	25	*
American Nurses Association	50	*
American Veterans Committee	25	
Americans for Democratic Action	50	
Anti-Defamation League of B'nai B'rith	200	*
Association on American Indian Affairs	25	*
Baptist Joint Committee on Public Affairs	25	*
B'nai B'rith Women's Supreme Council	25	*
Carrie Chapman Catt Memorial Fund	25	*
Catholic Committee of the South	25	*
Central Conference of American Rabbis	35	*
Church of the Brethren, Brethren Service Commission	25	*
Common Council for American Unity	20	*
Congregational Christian Churches, Council for Social Action	25	*
Evangelical & Reformed Church, Commission on Christian Social Action	25	*
Federation of American Scientists	25	*
Friends Committee on National Legislation	150	
Fund for the Republic	100	*
General Alliance of Unitarian Women	25	*
Hadassah	100	*
International Union of Electrical, Radio & Machine Workers, AFL-CIO	200	
Japanese American Citizens League	100	*
Jewish Community Council of Metropolitan Boston	10	*
Jewish Community Relations Council of Philadelphia	25	*
Jewish Labor Committee	50	*
Jewish War Veterans of the U.S.A.	25	*
League of Women Voters of the U.S.	50	*
League of Women Voters of D.C.	25	*
Lutheran Church, Missouri Synod, Department of Public Relations	50	*
Methodist Church, Board of Missions, Women's Division	25	*
National Association for the Advancement of Colored People	75	*
National Association of Social Workers	25	*
National Community Relations Advisory Council	100	*
National Conference of Christians and Jews	25	*
National Council of Churches		
Division of Christian Life and Work	25	*
Special Welfare Department	15	*
Washington Office	35	*
National Council of Jewish Women	75	*
National Education Association, Defense Commission	100	*
National Farmers Union	100	
National Lutheran Council, Public Relations Division	20	*
National Service Board for Religious Objectors	25	*
National Urban League	25	*
Protestant Episcopal Church, Division of Christian Citizenship	25	*
Robert Marshall Civil Liberties Trust	2500	
Textile Workers Union of America, AFL-CIO	80	*
Union of American Hebrew Congregations, Commission on Social Action	25	*
Unitarian Fellowship for Social Justice	25	*
United Automobile Workers of America	1000	

(more)

United Church Women	$ 25 *
United Steel Workers of America, AFL-CIO	1000
Washington Federation of Churches, Department of Social Welfare	25 *
Women's International League for Peace and Freedom	25 *
Workers Defense League	25 *
Young Women's Christian Association	35 *

Personal Contributions And Subscriptions

Eleanor Bontecou	$ 5
George A. Dreyfaus	25
Rosaline Fisher	5
Mae Hoffman	5
Sidney Hollander	100
Louis Rabinowitz	100
Dore Schary	50
Marjorie Ware	5

(* -- Indicates subscriptions for materials and services.
** -- The National Jewish Welfare Board contributes office space and utilities to the Clearing House.)

Total contributions and subscriptions	$ 9195.00	
Excess of 1956 Conference receipts over expenses	476.88	
Miscellaneous receipts	14.67	
Total receipts		$ 9686.55

Expenditures

Pubishing costs, mimeographing and mailing service		1303.27	
Office supplies, equipment, stationery, telephone, telegraph		705.67	
Office Postage		214.33	
Payment of taxes withheld from employees in 1955		313.50	
Employer's taxes (Social Security and D.C. Unemployment Compensation)		155.10	
Transportation and Messenger Service		100.37	
Books, subscriptions, miscellaneous		111.25	
Salaries			
Mary Alice Baldinger	5625		
Lucia Lhamon (through August 8, 1956)	1950	7575.00	
Total expenditures			$ 10478.48

FINANCIAL STATUS, DECEMBER 31, 1956

Cash on hand, 1/1/56	$ 1449.89			
Petty Cash on hand 1/1/56	60.00 *			
		1509.89		
Total receipts for 1956		9686.55		
Total funds for 1956			11196.44	
Less total expenditures			10478.48	
BALANCE at 12/31/56				$ 717.96

Balance per bank statement, 12/31/56	1229.58	
Less checks outstanding	571.62	
Balance per check book, 12/31/56	657.96	
Petty cash on hand, 12/31/56	60.00	
		$717.96

(* Petty cash as of December 31, 1955, was understated in the amount of $10. Petty cash fund had been increased to $60 in June, 1955, but the increase was inadvertently charged to expense.)

Accounts payable, 12/31/56

AAA Letter Service	$127.61
Graphic Arts Press	35.96
	$163.57

* *

1956 CONFERENCE ON CIVIL LIBERTIES

Conference receipts	$ 1765.45
Conference expenditures	1288.57
Excess of receipts over expenses	$ 476.88

RECEIVED SEP 18 1957

Number 51 August-September, 1957

CIVIL LIBERTIES BULLETIN

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W. --- Washington 6, D. C. - DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Director, Mary Alice Baldinger.

FIRST CIVIL RIGHTS BILL IN 82 YEARS IS PASSED BY CONGRESS

Late Thursday night, August 29, 1957, the Senate passed the "compromise" civil rights bill (HR 6127) as it had been agreed to by the leadership of both Houses of Congress and both parties. Thus the first piece of civil rights legislation in 82 years was on its way to the President for signature.

It is perhaps too soon to make an objective evaluation of the new law. The organizations that worked most actively from the very beginning of the 85th Congress to get a really meaningful bill accepted and worked for the Administration package proposal as a "minimum but meaningful" one. The final product is less than that proposal and there are therefore honest differences of opinion as to whether it is still "meaningful". These groups did conclude, as will be detailed below, that even the Senate version of the bill was worth having if the alternative were no bill at all. Actually, the final bill is somewhat better than the Senate version. (See below.)

One thing is crystal clear. The bill was probably the best that could be obtained as long as the threat of King Filibuster hovered over the Senate and as long as few believed that the necessary 64 votes were available for cloture. To say that a miracle was accomplished because there was no filibuster is to ignore the obvious facts. The two major deficiencies of the new law are there because the Senate did not care take on a fight to break threatened filibusters. The Southern bloc used this threat to eliminate Part III and to write in a jury trial amendment. When Senator Thurmond spoke for 24 hours in a grandstand performance, the other Southerners failed to join in because their earlier threat to filibuster had already given them their major objectives. To have joined Thurmond then was to threaten the very filibuster rule which had helped them so much. Russell and Long and others frankly stated that this was the reason why they did not join Thurmond in his speaking orgy.

Bringing the Bill to the Senate Floor

After House passage of HR 6127, the basic problem was that of assuring action on the Senate floor. The Eastland Judiciary Committee had well demonstrated its inability to act. The only hope was to have the Senate take up the House bill without referring it to committee. Bipartisan support for this action was led by Senators Knowland and Douglas. After serious and angry debate, the bill was placed on the calendar and kept from the Eastland graveyard. Voting to do this were 34 Republicans and 11 Democrats. For sending it to committee were 34 Democrats and 5 Republicans. A number of Democratic Senators who normally are in the civil rights bloc went along with Wayne Morse's argument that "orderly procedure" required sending the bill to committee.

Elimination of Part III

As originally passed by the House on June 18, HR 6127 contained a Part III which would have given the Justice Department the power to seek injunctions to enforce civil rights other than voting rights. This would have included, among other things, the whole question of segregation in schools and elsewhere. When the bill came over to the Senate, Senator Russell launched a major assault against this provision. He argued that federal troops would be used to force the intermingling of the races. It was charged that the authors of the bill had concealed this provision from the public, the absurdity of which charge is demonstrated by merely looking at the title of the bill, let alone the fact that both Houses had had extensive hearings and the House had passed it after many days of debate. The final blow came when the President himself expressed dismay at the provision. He later expressed lukewarm support for the entire bill, but the damage had been done. After first passing unanimously a Knowland-Humphrey amendment to "de-bayonet the bill," the Senate then voted to eliminate the heart of Part III. The vote was 58 to 38. Voting to retain the provision were 25 Republicans and 13 Democrats; voting to scuttle it were 34 Democrats and 18 Republicans. Southern Democrats found allies principally along Northwestern Democrats and right-wing Republicans. Attempts to work out a compromise Part III had failed. Later, a half-hearted effort was made to restore part of Part III, but it was too late.

Jury Trial Added by Senate

By a vote of 158 to 251, the House had rejected a trial-by-jury amendment. After the elimination of Part III in the Senate, it was hoped that that body would resist the jury trial amendment. But the threat of filibuster led the Democratic leadership to exert heavy pressure for some kind of such amendment. Senators O'Mahoney, Kefauver and Church, after many previous versions, finally emerged with an amendment which limited the jury trial to criminal contempt only, made it apply to all statutes involving the use of injunctions, and added a new idea, a provision which might permit more Negroes to serve on federal juries. This latter provision, of possible value in general, really did nothing to help the bill since even one white juror could insist upon acquittal or a hung jury. But the strategy was effective, and finally the Senate approved the amendment by a vote of 51 to 42. Voting for the amendment were 39 Democrats and 12 Republicans; voting against were 33 Republicans and 9 Democrats. On final passage of the weakened bill, the vote was 72 to 18.

Saving the Bill from Politics

The Senate version of the bill was, of course, very disappointong to civil rights advocates. It was hoped that the House would improve it somehow. But it was the practically unanimous judgment of all friends of civil rights that even the

Senate bill as passed would be better than no bill. Initial statements by some Republican leaders indicated that the bill might be scuttled for this session in the hope that next year, a political year, a better bill might emerge. Civil rights forces sharply dissented. They therefore called for action this year on the best possible bill, and urged both political parties "to place the goal of some progress in this area ahead of any fancied political advantage." After a while, others started to insist on action this year.

The bill then went back to the House where the Rules Committee, headed by Representative Smith of Virginia, became a problem. During the delays caused by his intransigence, a compromise jury trial amendment was finally worked out and agreed to by the leadership of both parties and both Houses. A Rules Committee meeting was then held and the bill went through both Houses without further trouble.

Under the compromise amendment, jury trials would be permitted only if the judge elected to grant one or if he himself levied a penalty of more than 45 days or more than $400 fine. Furthermore, the provision was limited to voting cases only. There is general agreement that this final compromise is a real improvement over the Senate version.

What Does the Bill Do?

The new law is basically a right-to-vote bill. It will give the Federal government the power to seek injunctions to enforce voting rights. Violations of such injunctions will presumably be followed up with contempt action. Only time will tell how truly effective will be the civil contempt procedures, and how much the jury trial provision will hamper criminal contempt actions. In addition to this substantive provision, the law will create a six-man Civil Rights Commission to investigate all civil rights problems, and will set up a special civil rights section in the Department of Justice headed by a special Assistant Attorney General.

Changes Needed in Rule 22

As indicated above, passage of HR 6127 only underscores the need for changes in the cloture rule. Even though only Thurmond filibustered conspicuously, the threat was always there, and a weakened bill is the result. Hearings on Rules changes have been held by a special subcommittee consisting of Senators Talmadge and Javits. As was to be expected, no agreement resulted. On the last day of the session, Senators Neuburger, Douglas, Humphrey, McNamara and Clark issued a joint statement to "confirm our long-standing view that Rule XXII is in need of drastic modification. A majority of Senators should have the opportunity to act when they are ready to act."

-- Hyman H. Bookbinder,
AFL-CIO.

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CONGRESSIONAL ACTIVITIES IN
THE CIVIL LIBERTIES AREA

On August 8, at the behest of Attorney General Brownell, the Senate passed S. 1411, to amend Public Law 733, clarifying its suspension provisions by providing that the suspension of an employee faced with security charges, prior to hearing or termination, should be discretionary -- that is, there would be nothing to require such suspension.

When this bill reached the House Post Office and Civil Service Committee, the Committee added new language which went far beyond the purview of the Senate bill, and which would have the effect of overruling the Supreme Court's decision in Cole vs. Young (which held that President Eisenhower acted without statutory authority when he issued his Executive Order No. 10450 imposing the standard that a Federal employee's employment must be "clearly consistent with the interest of national security" to Federal employees occupying positions not affecting national security). The Committee amended the bill with the substance of Rep. Francis E. Walter's H. R. 981, equating "national security" with "national safety" (although it omitted the term "welfare" which was also used in the Walter bill's original definition of "security") and bringing all employees, in non-sensitive as well as sensitive positions, within the security program.

Another amendment approved by the Committee would provide for appeal to the Civil Service Commission by an employee adversely affected by the Security Program. The Commission's decision in the case would be binding on the head of the department or agency involved.

In its report (House Report 1201) the Committee acknowledges that its approved bill, if passed, should be considered "stopgap" legislation pending further consideration of the recommendations of the President's Commission on Government Security. A minority report by Reps. Chet Holifield (D., Calif.) and Charles O. Porter (D., Ore.) disputed the need for the proposal, and also urged that the Congress give careful study to the report of the Loyd Wright Commission before taking any action.

Commission Recommendations

The Wright Commission's proposals in the area of employee security are embodied in bills introduced in the Senate by Senators Cotton (R., N. H.) and Stennis (D., Miss.) (S. 2414) and in the House by Congressmen Murray (D., Tenn.) and Rees (R., Kan.) (H. R. 8322 and 8323). Provisions of these proposals, on which hearings are contemplated in the next sessions, are as follows:

1) The establishment of a Central Security Office which would consist of a three-man review board and examiners who would hear and review loyalty charges propounded by the individual agencies. This office would also have monitory and supervisory duties in connection with a large-scale security program.

2) The setting up of a Loyalty Program to cover all government employees. The program's criterion for dismissal of employees, as well as in the hiring of applicants, would be the existence of a reasonable doubt as to their loyalty.

3) The setting up of a hearing apparatus before the Central Security Office examiners which would be accorded to applicants with a greater measure than presently exists of subpoena, confrontation and cross-examination rights against government informant witnesses.

Special House Subcommittee on Supreme Court Decisions

The House Judiciary Committee has set up a special subcommittee to hold hearings on the effect of certain Supreme Court decisions on executive and legislative functioning. Its membership is: Edwin W. Willis (D., La.) chairman; Earl Chudoff (D., Pa.), Byron G. Rogers (D., Col.), Arch A. Moore (R., W. Va.) and William C. Cramer (R., Fla.)

The Willis Subcommittee has set for itself the task of reviewing the effects of three decisions: Mallory v. U. S. (77 S.Ct. 1356); Jencks v. U. S. (77 S. Ct. 1007) (FBI Files); and Watkins v. U. S. (77 S. Ct. 1173) (powers of congressional committees.)

So far hearings have been held only on the Mallory case, in which the Supreme Court reversed a capital conviction for rape because the defendant's confession was obtained while he was being held by the D. C. police for an undue amount of time before arraignment. The only testimony presented to date has been that of police and enforcement witnesses such as the chief of police of Los Angeles and U. S. Assistant Attorney General Warren Olney III. They have made the claim that the Mallory decision hampers proper law enforcement which at times must require some delay before arraignment.

Omnibus Security Bill

Congressman Walter on August 19 introduced for consideration next session H. R. 9352, an omnibus security proposal entitled the National Security Act. This was referred to the House Un-American Activities Committee, of which Mr. Walter is chairman.

It is an extensive 141-page bill touching on all phases of security, and including many proposals which have been heretofore made. Among them are:

1) Amendment to the Foreign Agents Registration Act to cover registration of propaganda and senders of such propaganda outside of the United States when transmitted to the United States. Another amendment would require registration of persons engaged in private and non-political financial or mercantile activities in behalf of foreign principals.

2) A provision extending the scope of contempt of Congress to include "misbehavior" before congressional committees.

3) Imposition of criminal penalty for procurement of a social security card in a false or fictitious name.

4) Provision for the enforcement of State statutes in the area of sedition, the effect of which would be to overrule the Nelson case.

5) A provision barring Communist lawyers from practicing before congressional committees and executive agencies.

6) A further penalty for disclosing defense information.

7) Creation of an office of Controller of Communist Propaganda in the Customs Bureau.

8) A provision permitting wiretapping in enforcement of anti-subversive laws.

It also includes recommendations made by the Wright Commission and similar to those in the Murray, Rees and Cotton-Stennis bills. It is expected that the Un-American Activities Committee will hold extensive hearings on the Walter bill in the next session.

-- Irving Ferman,
American Civil Liberties Union.

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"JENCKS BILL" UPSETS
SUPREME COURT DECISION

On September 3 the President signed the bill approved by Congress on August 29 to upset the United States Supreme Court decision in the case of Jencks v. United States. In that case the Supreme Court held that a United States district judge had erred in refusing Jencks' request that prior statements to the government, made by a witness whom the government had called against him, be made available to him for use on cross-examination. The Court directed that Jencks be granted a new trial.

This bill was one of many measures introduced in the last two Congresses to reverse decisions of the Supreme Court in the area of basic civil liberties. None of the other measures has passed the Congress. The reason the Jencks bill - which was introduced only on June 6, 1957, three days after the Court's decision in the Jencks case - got so far so fast was that it had the wholehearted and active support of the powerful FBI lobby.

As the bill was originally drafted in the Justice Department, it limited the prior relevant statements of a witness that must be made available to the defendant to those "which are signed by him or otherwise adopted or approved by him as correct". Senator O'Mahoney and Representative Keating were the chief protagonists for the legislation. Soon after the bill's introduction, Senator O'Mahoney moved it out of his subcommittee. Requests for hearings were ignored. The only witnesses to appear on the subject were federal government witnesses presenting the viewpoint of the police agencies. On July 1, the measure was approved without hearings or change by the full Judiciary Committee. During the course of the following seven weeks Senator O'Mahoney changed his mind on this legislation no less than four times, and introduced that many versions of a bill in the Senate as substitutes for his and the Justice Department's original measure. The fourth version is the one which finally came before the Senate. It presented a decidedly more liberal approach than the original bill.

The basic question on the measure was whether or not the reports of a government agent as to what the witness had told him relating to the matter he had testified about at the trial would be available to the defendant at the trial. The FBI did not want these limited portions of its agents' reports made available. It wanted the material to be made available limited to statements that the witness had either written out himself, or had seen and signed or approved, or had given orally for verbatim transcription, or which were available on recordings in the possession of the government.

The Senate rejected the FBI request for a reversal of the Jencks decision when it voted down two Administration amendments. As the bill went from the Senate to the House, it preserved all other discovery provisions of the Federal Rules of Criminal Procedure and made all prior statements of the government's witness to a government agent relevant to his direct testimony available to the defendant for use on cross-examination.

In the House, a strongly-worded plea from the Deputy Attorney General, quoting at length from a plea made to him by J. Edgar Hoover, the Director of the FBI, was read into the record as part of the debate. The House passed the original Justice Department bill by an overwhelming margin. Attempts to save the Senate-passed measure met with crushing defeat, and the two versions went to a Senate-House Conference. Following a luncheon meeting between the chief conferees and officials of the Justice Department, the Senate retreated and accepted the substance of the House bill.

The new law provides: "in any criminal prosecution brought by the United States, no statement or report in the possession of the United States which was made by a government witness or prospective government witness to an agent of the government shall be the subject of subpoena, discovery, or inspection until such witness has testified on direct examination in the trial of the case" ... "On motion of the defendant the court shall order the government to produce any statement of the witness in the possession of the United States which relates to the subject matter as to which the witness has testified". If the United States claims that parts of the statement do not relate to the subject matter, it shall give the statement to the judge rather than to the defendant directly and the judge shall excise such portions of the statement as do not relate to the subject matter, and then make the related portions available to the defendant. If the government elects not to comply with the order of the court to make the information available to the defendant, "the court shall strike from the record the testimony of the witness, and the trial shall proceed unless the court in its discretion shall determine that the interests of justice require that a mistrial be declared." The relevant statements which would be made available are "stenographic, mechanical, electrical or other recordings or a transcription thereof which is substantially verbatim recital of an oral statement made by the witness to an agent of the government and recorded contemporaneously with the making of such oral statement."

Just what will be the practical effect of the new law cannot be declared with certainty. It would appear as though government police agencies could avoid the requirement of making any statement available by merely altering their method of taking statements so that persons interviewed would not sign statements, or have their statements taken down in detail by the agent in their presence, and by avoidance of the use of quotation marks in reports of interviews. Permitting the judge to merely strike the testimony of the government witness from the record, rather than requiring the ordering of a mistrial, might well be contrary to the requirements of due process. Certainly this new law will cause confusion resulting in years of review by the courts before its constitutionality and effects can be determined.

-- John J. Gunther,
Americans for Democratic Action.

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COMPROMISE IMMIGRATION BILL
EASES HARDSHIP CASES

For the first time since the enactment of the Immigration and Nationality Act of 1952, Congress adopted a bill embodying a series of amendments and changes which have a liberalizing effect in certain areas. It is hoped that the President will sign the bill and enact it into law, notwithstanding some criticism that it represents only a minor change and falls far short both of the program submitted by the President and of changes sought by other legislators.

The successful bill is S. 2792, introduced by Senator Kennedy on August 14, 1957, with the co-sponsorship of Senators Watkins, Humphrey, Dirksen, Pastore, Lausche, Clark, Neuberger, and Jackson. Even for its sponsors, the bill represents less than what they hoped for originally. It is the third in a series of bills Senator Kennedy introduced. Earlier in the session he drafted and proposed the adoption of S. 2222 and S. 2410. The bill that was adopted and S. 2410 each in turn proposed less than the bill it succeeded. Senator Kennedy's apparent purpose in introducing the three bills in this stepdown fashion was to insure the ability of the House and the Senate to agree on more than the single, piecemeal amendments that

have been adopted on occasion in the past. He wanted to avoid last year's situation when a bill embodying a series of amendments failed to pass on the last day of Congress because of disagreements between the two Houses.

The bill contributes a real measure of relief for many years to come insofar as it cancels the mortgages that were imposed on the quotas of certain countries under the Displaced Persons Act and other legislation. Lifting these mortgages will result in approximately 8,000 additional quota numbers being available each year.

Refugee-Escapees

S. 2792 also reallocates some 18,000 quota numbers that were unused when the Refugee Relief Act expired. Approximately 4,000 are specifically allocated to refugees from certain countries; the balance of 14,000 will be generally available to refugee-escapees. Refugee-escapees are defined as those who have fled or in the future are forced to flee any country because of persecution, or fear of persecution, because of race, religion or political opinion. The country from which they flee must either be Communist dominated or occupied, or within the general area of the Middle East. To be eligible, the bill requires that such aliens show that they cannot return to such countries because of race, religion or political opinion. Under this provision, refugees who within the past year have had to flee from either Hungary or Egypt will be eligible for the 14,000 non-specifically allocated visas.

Other provisions of the bill authorize the entry, during the next two years, of an unlimited number of orphans adopted by U. S. citizens, and seek to effect the reuniting of families by giving first preference entitlement to spouses and children of skilled aliens previously admitted, and waiving the disability of certain relatives of U. S. citizens or lawfully resident aliens who are afflicted with tuberculosis. Another section which has the effect of reuniting families permits the immediate entry of aliens in first, second, or third preference categories who applied for entry before July 1 of this year. Other provisions forgive certain misrepresentations, grant discretionary authority to waive fingerprinting, adjust the status of certain skilled specialists, and provide asylum for defecting diplomats.

Other sections clarify existing definitions of children and stepchildren to include illegitimate children and adoptees who are under 14, and provide that short periods of overseas residence by children admitted for permanent residence shall not constitute a break in U. S. residence.

Review of Policy Anticipated

All other bills that sought to effect major changes in the basic immigration law failed to receive favorable committee attention in either house. One of Senator Kennedy's earlier bills provided for a reallocation each year of quotas unused in preceding years. This would have been a modification of the operation of the national origins quota system. It was not included, however, in S. 2792. The increased number of authorized admissions and a more generalized pooling of quotas which were part of the President's program got nowhere. Neither did proposals to regularize the status of Hungarian refugees. Both the House and Senate committees held hearings on bills introduced to implement the President's program and other bills, but the only bills reported favorably were Senator Kennedy's S. 2792 and Congressman Walter's H. R. 8123. There was substantial similarity in the two bills and the House ultimately accepted the Senate version.

All bills introduced remain before the Congress for further consideration in 1958. It is assumed that the Administration will continue to press for further favorable consideration of the President's program. Senator Kennedy's statement

when S. 2792 was adopted implies that he and his co-sponsors will continue their efforts for a more fundamental review of immigration policy. Since Senator Kennedy has in the past introduced a proposal for a committee to study the national origins quota system, it is not unlikely that the fundamental review of immigration policy contemplated by him and his colleagues will take that form. The general area of controversy on immigration legislation, as evidenced by testimony before committees of the House and Senate, continues to be the wisdom or lack of wisdom, as different people see it, of the national origins quota system. A revival of Senator Kennedy's earlier efforts to secure a study of the system may well be a prelude to the possibility that any fundamental changes can be enacted in immigration policy.

-- N. H. Goodrich,
American Jewish Committee.

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CIVIL RIGHTS LEGISLATION
IN THE STATES THIS YEAR

1957 was a very productive year for state civil rights laws. Colorado and Wisconsin strengthened their existing FEP laws, Colorado by extending the enforcement provisions to private employment heretofore exempt from such provisions, and Wisconsin by adding enforcement machinery to its existing educational-type FEP law. In addition, Colorado brought violations of its civil rights law with respect to places of public accommodation under the jurisdiction of its existing Anti-Discrimination Commission.

Massachusetts, New Jersey, Oregon and Washington passed laws to prohibit discrimination in the sale or rental of publicly-aided housing. All of these states vested jurisdiction over these new anti-discrimination laws in their existing commissions against discrimination. In addition, Oregon and Washington, like Colorado, strengthened their statutes prohibiting discrimination in places of public accommodation by vesting enforcement jurisdiction in their existing anti-discrimination commissions. Minnesota, while failing to pass a bill which would have prohibited discrimination in publicly-aided housing, enacted a law which declared discrimination in housing to be contrary to the public policy of the state, and which created a commission to study and investigate discrimination in the sale of rental of housing accommodations.

California, Illinois and New York passed laws to discourage discrimination in certain narrow fields. Illinois amended its state school code to require school districts to certify that they do not discriminate in the employment of teachers as a condition to securing state aid. California authorized the State Board of Education to establish a commission to assist and advise local school districts in problems relating to racial, religious or other discrimination in the employment of certificated employees. New York enacted a statute prohibiting discrimination in the apprenticeship training program under the joint sponsorship of labor unions and management groups.

Vermont passed a law prohibiting racial or religious discrimination in places of public accommodation. Colorado and South Dakota repealed their statutory prohibitions of interracial marriages, while Missouri repealed its statute providing for segregated schools and eliminated color as a factor in computing school attendance. Missouri also established a state commission on human relations. Wyoming enacted a statute which provides that "no person of good deportment shall be denied the right of life, liberty, pursuit of happiness, or the necessities of life because of race, color, creed or national origin."

Just released by the American Jewish Committee is a memorandum covering state developments as of August 31, 1957, by which date almost all state legislatures had adjourned, and classifying action under the headings Education, Employment, Housing, Public Accommodations, and Miscellaneous. Copies may be secured by writing the AJC, 386 Fourth Avenue, New York 16, N. Y.

-- Theodore Leskes,
American Jewish Committee.

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THE BRICKER AMENDMENT,
85th CONGRESS

S.J.RES. 3, the latest version of the Bricker Amendment, to limit the President's treaty making power, was introduced by Senator Bricker January 7, 1957.

After the Supreme Court ruled June 10, 1957, in the case of Reid v. Covert, that "no agreement with a foreign nation can confer power on the Congress, or on any branch of government, which is free from the restraint of the Constitution;" Senator Bricker declared that his amendment was still necessary, since a minority of the Court, four, had handed down this opinion. Other authorities on constitutional law interpreted the ruling to mean that this decision had reaffirmed the supremacy of the Constitution, thus making the proposals contained in the Bricker Amendment unnecessary.

At Senator Bricker's request, a one-day hearing on the Amendment was held by the Constitutional Amendments Subcommittee of the Senate Judiciary Committee June 25. He and Senator Hennings (D., Mo.) were the only witnesses heard, although the record was kept open for ten days so that other statements might be included.

No further action was taken and S.J.Res. 3 is pending in the Subcommittee. Senator Bricker has said that although the language of this Resolution differs from that of others he had submitted, its intent is the same.

-- And a Related Development

When the legislation providing for U. S. participation in the International Atomic Energy Agency was before the Joint Committee on Atomic Energy, Senator Bricker offered an amendment making it necessary for all future contributions of fissionable material to the Agency, after the original contribution which the President had authorized, to be authorized by Congress. The Administration at first opposed this provision, but when some members of the Committee, in considering writing up the bill, asked for further Administration testimony on this point, an Assistant Secretary of State told them that the Administration had decided it could live with this provision. It was written into the bill and accepted by the Senate. The House refused to accept the provision, and passed the bill without it. However, the Senate again insisted on including it, and it was accepted by the Conference. It is now written into the law. (P.L. 85-177).

-- Betty Douglas,
League of Women Voters.

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AMERICAN INDIAN LEGISLATION
IN THE 85th CONGRESS

As was noted in the June-July issue of this Bulletin, the first session of the 85th Congress saw the introduction of major bills which, if enacted, would have materially changed the official government policy towards American Indians. Regrettably, not one of the measures passed.

S. Con. Res. 3, calling for a Point-4 Program for Indians, would restate Congressional policy to provide for a comprehensive program for helping the Indians, in response to their own plans and requests, as a substitute for the policy, expressed in H. Con. Res. 108 of the 83rd Congress, of termination of Federal responsibility as soon as possible. Hearings on this resolution were held by the Neuberger subcommittee, with some 70 witnesses, most of them Indians, appearing in support; but the Department of the Interior objected to the resolution on the alleged ground that it would narrow the Department's programs. No hearings were held on the parallel House resolutions, H. Con. Res. 155 and 160.

At the hearings on S. Con. Res. 3, testimony was also heard on S. 809, sponsored by Langer and 20 other Senators. (Note: This was wrongly listed in the previous Bulletin as S. 574.) This bill would establish a loan fund of $200,000,000 to stimulate industrial development on or near Indian reservations. Interior reported that it "agrees with the basic purpose of the bill" but that it already has "much of the authority that is contemplated by the bill," and added that before the Department's "present program can be accelerated some basic data needs to be accumulated." It held that the bill was not the answer to "the many perplexing problems that are involved," for "it would only serve to raise false hopes in the Indians."

On the various bills to amend P. L. 280, 83rd Congress, which authorized the States to take over civil and criminal jurisdiction, the Administration, from President Eisenhower down, is still insisting that consultation with the Indians is all that is needed; that it is somehow unpatriotic, perhaps unconstitutional, for Indians to ask that their consent be obtained before their rights to local self-government be destroyed. There seems to be very little hope that the Administration will change its formula.

The last of the major bills dealing with Indian land problems, drafted originally by attorneys representing many of the tribes and private organizations, was introduced in both Houses in the 84th Congress. The Department's opposition was quickly apparent and when that Congress adjourned its report had not yet been submitted. The same bill was introduced early last January (H. R. 2787, by Mr. Berry) but the Committee did not even ask the Department for a report. A draft of a revised bill, submitted informally by Department staff to the attorneys, has not received approval of the Department.

In the first session of this Congress, the Committees considered or held hearings on many bills on which final action was not taken. Of 15 bills finally passed and signed by the President, six warrant special comment:

1) P.L. 31 (S.998) would permit a tribe or individual Indian to sue in Federal court for the reconveyance of land transferred to a non-Indian with a reverter clause providing forfeiture for failure to observe the provisions of the grant.

2) P.L. 86 (H.R. 3836) sponsored by the Department, repealed Section 1157 of Title 18 of the U. S. Code, requiring that Indian-owned cattle held in trust could be sold or mortgaged only with the consent of the United States given through the

designated local officials; in substance the repeal puts an end to the trust status of Indian cattle, regardless of the source of the funds used to buy them. This is a dangerous change, and may prove to be a bad one.

3) P.L. 132 (S.469) amending the Klamath Termination Act, deferred until the end of the second session of the 85th Congress the beginning of sales of land and timber to pay off the individual Indians who want cash for their tribal interests. Selfish Indians, stubborn bureaucrats, and short-sighted members of Congress have produced a situation which is unsound from a business standpoint; wasteful, as seen by conservationists; and probably harmful, in the long run, to the Indians whom the Congress intends to benefit. The extension of time which this permits will enable the Congress to act on S. 2047, by Senators Neuberger and Morse, which would authorize the acquisition by the United States of all the Klamath tribal lands.

4) P.L. 137 (H.R. 5953) although of local interest, because it authorizes the Public Health Service to provide sewer and water facilities only for the Indian colony at Elko, Nevada, may be significant because a similar bill of general application has been recommended by the Public Health Service, but has not been passed.

5) P.L. 151 (H.R. 8053) authorizes the Surgeon General to use funds available for the construction of Indian health facilities to cooperate with other agencies or organizations to provide for community hospitals. These would be more effective and less costly than duplicate facilities otherwise needed, and they would continue to be available for Hill-Burton grants.

6) P.L. 192 (S. 1417) extends the existence of the Osage Tribe to January 1, 1984, seemingly in contradiction to the policy laid down by H. Con. Res. 108, 83rd Congress, calling for prompt termination of Federal supervision.

-- William Zimmerman, Jr.,
Association on American Indian Affairs.

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ALASKA AND HAWAII STATEHOOD BILLS

As the First Session of the 85th Congress adjourned, bills for Statehood for Alaska and Hawaii had been reported by the Senate Interior and Insular Affairs Committee and were on the Senate Calendar awaiting action next year.

On the House side, the Alaska Statehood bill was reported by the Interior and Insular Affairs Committee and was on the House Calendar. Early action is anticipated next year.

The Hawaii Statehood bill had not been reported by the Subcommittee on Territories of the House Interior and Insular Affairs Committee, but action is expected early next session.

The political strategy of statehood advocates seems to be to secure passage of the Alaska Statehood bill first, and then to follow it up with that for Hawaiian Statehood. On the other hand, opponents of statehood seem determined to try to tie the two Statehood bills together again, particularly in the Senate, and then to either return them to the Committee or to defeat them outright. If this strategy fails, they will try to defeat each of the bills separately.

-- Mike M. Masaoka,
Japanese American Citizens League.

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NAACP INVESTIGATION LEADS TO STATE PROBE OF MIGRANT LABOR CAMPS

The shocking conditions in migrant labor camps were revealed by an investigation made recently by NAACP Labor Secretary Herbert Hill in several camps in New York State. As a result of Mr. Hill's actions, the State Industrial Commission is conducting an investigation and will sponsor corrective legislation when the State Legislature meets next year.

This situation reemphasizes the necessity of Federal action to protect farm laborers moving in interstate commerce.

-- Francis Pohlhaus,
NAACP Washington Office.

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CLEARING HOUSE OFFICERS FOR 1957-58

Elected in August as officers of the National Civil Liberties Clearing House for 1957-58 were the following: Chairman, Herman Edelsberg, Anti-Defamation League of B'nai B'rith; vice chairmen: for civil liberties, Kenneth Birkhead, American Veterans Committee; for civil rights, Boris Shishkin, AFL-CIO; for human rights, Dr. Robert E. Van Deusen, National Lutheran Council; for intellectual freedom, Virginia Kinnaird, National Education Association Defense Commission; secretary, Irma Piepho, National Council of Catholic Women; treasurer, Nathaniel H. Goodrich, American Jewish Committee.

Administrative Committee members for the new term are: Dr. Leonard Aries, National Conference of Christians and Jews; Arthur J. Goldberg, United Steelworkers of America; Martha Mills, League of Women Voters of the U. S.; Clarence Mitchell, National Association for the Advancement of Colored People; Julia Thompson, American Nurses Association; and Edward Snyder, Friends Committee on National Legislation.

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ORGANIZATIONAL PROGRAMS AND PEOPLE

All of B'nai B'rith's agencies, now scattered in offices throughout Washington and elsewhere in the country, will be housed here after mid-September, when the beautiful new headquarters building opens. Among them will be the national office, now in New York, and B'nai B'rith Women, at present in Chicago. Only exception will be the Anti-Defamation League, which will continue to maintain its national office in New York, with only its Washington staff moving into the new building. Address: 1640 Rhode Island Ave., N. W., Washington 6.

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E. Raymond Wilson, executive secretary of the Friends Committee on National Legislation and the first chairman of the Clearing House, has returned to his work in Washington after spending more than a year in Japan, Korea, Okinawa, the Philippines and Formosa, on American Friends Service Committee projects and seminars.

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The American Council of Learned Societies last month transferred its national headquarters to the Carnegie Endowment International Center, 345 East 46th Street at United Nations Plaza, in New York. J. F. Wellemeyer is the Director of the Washington office, which will continue at 2101 R St., N. W.

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Andrew Rice, formerly the American Veterans Committee's Washington director and a former member of the Clearing House Administrative Committee, is now Administrative Assistant to Wisconsin's newly-elected Senator William Proxmire. Also working on Senator Proxmire's staff is Sue Mills, who until this month was with the Fund for the Republic's Washington office.

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As a part of its Joint Program Plan for Jewish Community Relations, the National Community Relations Advisory Council has started a new cooperative service by which a group representative of NCRAC agencies and communities will screen selected 16mm. films, filmstrips, and kinescopes, and evaluate them as tools in community relations programming, for use on local television stations and for showings by Jewish or non-Jewish organizations or groups. The evaluations reached by the screening group will be reported periodically in a new newsletter, Screenings, which will also include information about the sources of the films, purchase and rental fees, and relevant data. For Screenings' first issue, write the NCRAC, 9 East 38th Street, New York 16.

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Mrs. Clarence E. Cortner has been appointed National Representative for the Girl Scouts of the U. S. A. in Washington. She will maintain an office at the Girl Scout Regional Headquarters at 1413 K St., N. W., Washington 5.

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MATERIALS IN THE CLEARING HOUSE FIELDS

ANALYSES OF SUPREME COURT CASES -- The Commission on Law and Social Action of the American Jewish Congress has prepared two valuable analyses of the civil rights and liberties cases before the Supreme Court -- the first, a summary of the decisions issued by the Court in the 1956-57 term, and the second, a similar treatment of the cases now pending. In the Civil Rights and Civil Liberties Decisions, a thoughtful introduction studies the personal and social backgrounds of the Court's recent trend toward libertarian interpretation of constitutional guarantees. This is followed by a detailed analysis of the decisions in the areas of internal security, censorship, the Federal Corrupt Practices Act, Federal and State criminal convictions, military personnel, deportation, civil rights, and questions of church and state. The analysis of Pending Cases which will come before the Court in the next term is based on the docket as of July 31, 1957, and summarizes the civil rights and civil liberties considerations they will place in issue. Among these are the rights of aliens, the right to obtain a passport to travel abroad, the army's loyalty program, and the question of whether the State of Alabama can constitutionally compel the NAACP to publish its membership lists. Copies of both publications are available on request to the American Jewish Congress, 15 East 84th Street, New York 28.

MEMORANDUM on the June 15 Executive Order which amends the Selective Service Regulations including appeals taken by conscientious objectors. Analysis of the possible effects and the advantages and disadvantages of the E.O., and what it may mean in streamlining appeal procedures. Available without charge from the National Service Board for Religious Objectors, 401 Third St., N. W., Room 403, Washington 1, D. C.

INTEGRATION IN ACTION -- A pamphlet reprint of New York Times' reporter Benjamin Fine's series of on-the-spot studies of integration in representative Southern schools, and of student, teacher and community attitudes. 15¢ a copy; quantity prices on request; and

RACISM IN SUBURBIA - A Constructive Answer: A reprint of Galal Kernahan's article in The Christian Century on the way citizens of Garden Grove, Calif., dealt with the situation that developed when doctor-athlete Sammy Lee, an American of Korean descent, bought a house there; 5¢ a copy. Both of these pamphlets are issued by the Community Relations Service, American Jewish Committee, 386 Fourth Avenue, New York 16, N. Y.

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Minutes October 23, 1957

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on October 23, 1957, at the Washington Post Community Room, with the following attendance: Herman Edelsberg, Anti-Defamation League, chairman; Olya Margolin, National Council of Jewish Women; Julia C. Thompson, American Nurses Association; Robert W. Frase, American Book Publishers Council; Dr. Fred S. Buschmeyer and Charles M. Smith, National Council of Churches; Rudolph T. Danstedt, National Association of Social Workers; Marie S. Klooz, Dorothy M. Robinson and Rachel W. Smith, Women's International League for Peace and Freedom; Martha Wildhack, General Alliance of Unitarian Women; Betty Shapiro and Millie Maclaine, B'nai B'rith Women; Russel L. Bradley, National Conference of Christians and Jews; Harold E. Snyder and A. Burns Chalmers, American Friends Service Committee; Frances Neely and Edward Snyder, Friends Committee on National Legislation; Clarence Mitchell, NAACP; N. H. Goodrich, American Jewish Committee.

Sidney Hollander, National Community Relations Advisory Council; Philip Schiff, National Jewish Welfare Board; Virginia Kinnaird, National Education Association Defense Commission; Sanford Bolz, American Jewish Congress, Kenneth Birkhead, American Veterans Committee; Rosalie Whelan, National Council of Catholic Women; Boris Shishkin, Charles C. Webber, and Ted F. Silvey, AFL-CIO; Bernard Weitzer, Jewish War Veterans; David A. Brody, Anti-Defamation League; Dorothy Guinn, National Council of Negro Women; John W. Edelman, Textile Workers Union of America; Mary Blanshard, Unitarian Fellowship for Social Justice; Josephus Daniels, United World Federalists.

Irving Ferman, American Civil Liberties Union; Robert K. Carr and Warren C. Middleton, American Association of University Professors; Olinda M. Roettger, Lutheran Church-Missouri Synod; John Cheney, Public Library of D. C., Helen Steinbarger, American Library Association; Gladys C. Irwin, Y.W.C.A. National Board; Albert E. Croft, Council of Churches, National Capital Area; Elizabeth B. Herring, National Council on Agricultural Life and Labor; Richard C. Shipman, National Farmers Union; Martha Mills and Helen B. Latimer, League of Women Voters of the U. S.; Harriet Cipriani, D. C. League of Women Voters; Margery Ware, Washington Urban League; Alison Bell, A.A.U.W. observer; Helen Berthelot, Communications Workers of America; Mary Alice Baldinger for the Clearing House office. Guests were Patrick Conroy, Canadian Embassy; Charles Slaymen and B. T. Simmons, Senate Subcommittee on Constitutional Rights; Katherine D. Janssen.

Next Meeting : Thursday, November 14, at the Community Room.

Memorial Service for Miss Eastman : Mrs. Margolin announced that a memorial service for Miss Elizabeth Eastman is to be held at 11 a.m., Monday, November 4, at the Y.W.C.A. Miss Eastman, who died in September after a long illness, had been active in many organizations here and had represented the Common Council for American Unity in the Clearing House.

1958 Clearing House Conference Planning : Reporting on plans towards the 1958 Civil Liberties Conference, which will mark the tenth anniversary of the Clearing House, the chairman noted that in spite of a strong fund-raising effort, the Clearing House has not been able to offset the Robert Marshall Civil Liberties Trust's reduction of its contribution from $250 for 1956 to $ 500 for 1957.

Because of this, he said, the Clearing House had queried the Fund for the Republic on the possibility of cooperation in making appropriate arrangements for the conference. Fund officers had suggested that if a section of the program were to be devoted to discussion of the Fund's Basic Issues studies, the Fund might in turn cover costs of that portion of the conference. The Administrative committee, Mr. Edelsberg added, had approved such cooperation at its October meeting, at which a subcommittee consisting of himself, Alan Barth and Kenneth Birkhead had been appointed to confer further with Fund officials.

The meeting approved proceeding on the basis of the Fund's suggestion.

Conference Program Committee : Also approved was the chairman's appointment of the following Program Committee for the conference: Kenneth Birkhead, AVC; H. H. Bookbinder, AFL-CIO; N. H. Goodrich, American Jewish Committee; John Gunther, ADA; Virginia Kinnaird, NEA Defense Commission; Clarence Mitchell, NAACP; Irma Piepho, National Council of Catholic Women; Philip Schiff, National Jewish Welfare Board; Paul Sifton, United Automobile Workers, and Charles M. Smith, National Council of Churches.

Guest Speaker : Alfred Friendly, managing editor of The Washington Post and Times Herald, discussed "The Implications of Little Rock."

Current Reports : The meeting heard and discussed the following reports, which will be summarized in the next Bulletin: Bills affecting civil liberties which will be before the second session of Congress, by Mr. Ferman; the prospects for civil rights, by Mr. Mitchell; and the Girard case, by Mr. Slayman.

Current Materials : The office will send out on request its remaining copies of the materials distributed at this meeting: A statement on misuse of the National Guard, from the Textile Workers Union of America, AFL-CIO; "Assault upon Freedom of Association," from the American Jewish Congress; and "The New Civil Rights Law," from the Anti-Defamation League of B'nai B'rith.

Herman Edelsberg, Chairman.
Mary Alice Baldinger, Executive Director.

Minutes November 14, 1957

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Thursday, November 14, 1957, at the Washington Post Community Room, with the following attendance: Herman Edelsberg, Anti-Defamation League, chairman; Julia Thompson, American Nurses Association; R. T. Danstedt, National Association of Social Workers; Germaine Krettek, American Library Association; Mary Blanshard, Unitarian Fellowship for Social Justice; Ted F. Silvey, AFL-CIO; William Korey and David A. Brody, Anti-Defamation League; Philip Schiff, National Jewish Welfare Board; Albert Croft, Washington Council of Churches; Clya Margolin and Florence Gaiger, National Council of Jewish Women; Irma Piepho, National Council of Catholic Women; H. H. Bookbinder, AFL-CIO; Sanford Bolz, American Jewish Congress; Kenneth Meiklejohn, I.L.G.W.U.; Olinda Roettger, Lutheran Church - Missouri Synod; Mary Alice Baldinger for the office.

Next Meeting : Wednesday, December 4, at 2 o'clock at the Community Room.

Tenth Annual Civil Liberties Conference : The Clearing House will hold its tenth annual conference at the Hotel Statler on Thursday and Friday, March 6 and 7, 1958.

Mr. Edelsberg announced the appointment of Paul Sifton, United Automobile Workers, and Charles Smith, National Council of Churches, as co-chairmen for the Program Committee, whose other members are Kenneth Birkhead, AVC; Hyman Bookbinder, AFL-CIO; N. H. Goodrich, American Jewish Committee; John Gunther, ADA; Virginia Kinnaird, NEA; Clarence Mitchell, NAACP; Irma Piepho, National Council of Catholic Women; and Philip Schiff, National Jewish Welfare Board.

Conference Cooperation with Fund for the Republic : Noting that the October Clearing House meeting had approved a suggestion for cooperation in the conference program advanced by Frank Kelly, vice president of the Fund for the Republic, in response to a Clearing House inquiry, the chairman reported briefly on a subsequent discussion with Mr. Kelly by an Administrative Committee subcommittee composed of himself, Alan Barth and Kenneth Birkhead.

Mr. Kelly, he said, had suggested that the conference should remain entirely the Clearing House conference (as it did in 1957 when there was cooperation with Ben Segal) but that the Fund might assume responsibility for financing a section of the program to be devoted to its Basic Issues studies. He proposed a session on "The Individual and the Common Defense," with Dr. I.I. Rabi, chairman of the President's Science Advisory Committee and 1944 Nobel Prize winner, and Walter Millis, Fund staff representative in this area, as speakers; and a dinner session at which a Fund board member might outline the Basic Issues Program in introducing its president, Dr. Robert M. Hutchins, for a major talk on civil liberties in this time of continuing international tensions.

Consensus of the meeting, as expressed by Mr. Schiff, was approval of Mr. Kelly's suggestions and a request for their full consideration by the Program Committee at its November 15 session.

Guest Speaker : Watson Davis, director of Science Service and editor of Science News Letter, spoke on "Is Science Really Hush-hush?"

Current Reports : The meeting heard and discussed the following reports, which will be summarized in the next Bulletin: The Immigration Outlook, by Mr. Bookbinder, and Bigotry in Northern Virginia, by Mr. Korey. There was also informal discussion of the civil rights area, led by the chairman

Current Materials : The office will send out on request, while they last, copies of the materials distributed at this meeting — "The Civil Rights Law -- What It Is and What It Does," and "Labor Battles Discrimination," both from the AFL-CIO; and "School Integration — Progress and Problems" from the National Council of Jewish Women.

Herman Edelsberg, Chairman.
Mary Alice Baldinger, Executive Director.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet on RECEIVED DEC - 2 1957

WEDNESDAY, DECEMBER 4 -- 2 to 4 o'clock

at the WASHINGTON POST COMMUNITY ROOM

MAJOR GENERAL CORNELIUS E. RYAN, Executive Vice Chairman of the President's Committee on Government Contracts, will speak on the work of the Committee which has just issued its 4th annual report on Equal Job Opportunity. His talk will start at 2 p.m.

Mary Alice Baldinger
Executive Director

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet on

WEDNESDAY, FEBRUARY 5 -------- 2 to 4 o'clock

at the WASHINGTON POST COMMUNITY ROOM

SIDNEY KELLY, JR., Administrative Assistant to Senator Jacob K. Javits, will speak on The Filibuster and Cloture. His talk will be followed by a discussion session, and by reports on other current issues. I hope you can attend.

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(Friends Committee on National Legislation)
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Executive Director
MARY ALICE BALDINGER

February 4, 1958.

Dear Friend:

The National Civil Liberties Clearing House invites you to attend its tenth annual conference on civil liberties, at the Hotel Statler in Washington on Thursday and Friday, March 6 and 7.

The program for the conference is attached. It centers on two of today's major human relations problems -- the outlook for individual liberties as our civilization enters the space age, and the outlook for the achievement of equality and dignity, under the Nation's laws, for everyone.

In the decade since the Clearing House was founded, the patterns of our civil rights and liberties have undergone many changes, and our great voluntary citizens' organizations have become increasingly concerned with their own responsibilities in these fields. This is shown, in part, by the fact that in 1948, 19 agencies established the Clearing House in an effort to meet their own need for a continuing exchange of knowledge and information about civil liberties issues -- and in 1957, 116 groups participated in study of them at our ninth-year meetings.

We expect that as we meet at this tenth-birthday conference, even more organizations will want to take part in full and informed group consideration of the problems we face today.

We hope that yours will be among them, and that you will promptly fill out and return the registration form which accompanies this invitation. If you would like us to invite any of your locals or affiliates, please send their names and addresses to the Clearing House office, which will be glad to comply.

Sincerely yours,

Paul Sifton

Paul Sifton,
United Automobile, Aircraft and Agricultural Implement Workers of America -- UAW

Charles M. Smith

Charles M. Smith,
National Council of Churches

Co-Chairmen, 1958
Conference Program Committee

20

REGISTRATION: NATIONAL CIVIL LIBERTIES CLEARING HOUSE CONFERENCE

TO: National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N.W.
Washington 6, D. C.

FROM: (Name and Address
of Organization..... .....

.....

The following will attend the Tenth Annual Conference on Civil Liberties at the Hotel Statler, Washington, D. C., on March 6 and 7, 1958. *Our check covering the registration fee of $5.00 per person, plus cost of meals checked below for each, is enclosed.*

NAME	ADDRESS	REGISTRATION FEE	DINNER MARCH 6	LUNCHEON MARCH 7	SPECIAL RATE – $15.00*

Reservations accepted only when accompanied by advance payment.

PLEASE MAKE CHECKS PAYABLE TO THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

Because of the necessity for guaranteeing the number of people at each meal, organizations are asked to send us their reservations as soon as possible.

SCHEDULE OF CONFERENCE CHARGES

Payment of $5.00 registration fee for each representative, and payments for dinner and luncheon reservations, must be made in advance. Cost of meals includes gratuity.

Dinner $7.00

Luncheon 4.50

Registration..... 5.00

Single-session registration, (without meal)..... $1.50

SPECIAL RATE for entire conference, covering all items above.....$15.00*

Organizations planning to be represented should make their own hotel reservations as early as possible.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

tenth annual conference

March 6 and 7, 1958
Hotel Statler
Washington, D. C.

Program

Thursday, March 6

1:00 p.m. *Registration desks open*

2:00 p.m. ..... South American Room

Welcome to conferees ..... HERMAN EDELSBERG,
Director, Washington Office, Anti-Defamation League of B'nai B'rith; Chairman, National Civil Liberties Clearing House

INDIVIDUAL FREEDOM AND THE COMMON DEFENSE

JOHN A. JOHNSON,
General Counsel, Department of the Air Force

WALTER MILLIS,
Military Historian; Editor, The Forrestal Diaries;
Author of The Road to War, Arms and Men, etc.

DR. HARRISON SCOTT BROWN
California Institute of Technology; Member, National Academy of Sciences

Session Chairman ..... KENNETH M. BIRKHEAD,
National Executive Director, American Veterans Committee

Conference Discussion

6:30 p.m. *Registration desks open*

7:00 p.m. Dinner Meeting ..... Federal Room

Chairman ..... MR. EDELSBERG

Basic Issues for Freedom ..... MSGR. FRANCIS J. LALLY,
Member, Board of Directors, The Fund for the Republic

Can the Free Society Survive? ..... DR. ROBERT MAYNARD HUTCHINS,
President, The Fund for the Republic

Conference Discussion

Friday, March 7

9:00 a.m. *Registration*

9:30 a.m. ..... Congressional Room

AFTER LITTLE ROCK: WAYS TO ACCEPTANCE AND COMPLIANCE

DR. GUY BENTON JOHNSON,
Professor of Sociology, University of North Carolina; Former Executive Director, Southern Regional Council

W. WILSON WHITE,
U. S. Assistant Attorney General in charge of the Civil Rights Division

ROY WILKINS,
Executive Secretary, National Association for the Advancement of Colored People

Session Chairman ..... THOMAS E. HARRIS,
Associate General Counsel, American Federation of Labor—Congress of Industrial Organizations

Conference Discussion

12:15 p.m. Luncheon Meeting ..... Ball Room

A BI-PARTISAN LOOK AT CIVIL RIGHTS PROSPECTS
SENATOR PAUL H. DOUGLAS
SENATOR JACOB K. JAVITS

Session Chairman ..... PAUL SIFTON
National Legislative Representative, United Automobile, Aircraft & Agricultural Implement Workers of America—UAW

Conference Discussion

2:30 p.m. ..... Congressional Room

STRENGTHENING THE LINES OF COMMUNICATION BETWEEN THE RACES IN THE SOUTH

A Southern Editor's View ..... PHILIP M. STERN
Editor, The Northern Virginia Sun

A Southern Churchman's View ..... FRANCIS PICKENS MILLER,
President, Virginia Council of Churches

Session Chairman ..... CHARLES M. SMITH,
Associate Director, Washington Office, National Council of Churches

Conference Discussion

3:45 p.m. ..... Concluding Remarks

The Way It Looks to Me ..... MRS. L. C. BATES of Little Rock,
President of the Arkansas State Conference of NAACP Branches

4:30 p.m. Adjournment

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Committees for the Conference

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Co-Chairmen for the Conference.....PAUL SIFTON and CHARLES M. SMITH

Arrangements.....OLINDA ROETTGER, *chairman;* ROSALINE FISHER, BETTY K. SHAPIRO

Attendance.....BENJAMIN D. SEGAL, *chairman;* DR. ROBERT E. VAN DEUSEN, A. BURNS CHALMERS

Conference Report.....IRVING FERMAN, *chairman;* DAVID A. BRODY, MARTHA MILLS, KENNETH PETERSON, J. FRANCIS POHLHAUS, EDWARD P. SNYDER

Hospitality.....OLYA MARGOLIN, *chairman;* ELSIE AUSTIN, HELEN BERTHELOT, GERMAINE KRETTEK, JULIA THOMPSON

Literature.....LUCILE ELLISON, *chairman;* RUSSELL BRADLEY, JOHN CHENEY, HELEN STEINBARGER, DENISE TOUROVER

Press.....ROBERT E. FRASE, *chairman;* KATHERINE JANSSON, WILLIAM KOREY, KENNETH MEIKLEJOHN

Program.....MR. SIFTON, MR. SMITH, KENNETH M. BIRKHEAD, H. H. BOOKBINDER, N. H. GOODRICH, VIOLET GUNTHER, VIRGINIA KINNAIRD, CLARENCE MITCHELL, IRMA PIEPHO, PHILIP SCHIFF

Registration and Information.....JEANETTE HADLEY, *chairman;* GLADYS IRWIN, CHARLOTTE LUBIN, EDNA STRAUSS, IRENE ZWEIGENHAFT

Executive Director.....MARY ALICE BALDINGER

(Flowers by courtesy of FLOWERS, Inc.)

Agencies which were registered as having representatives or observers at the National Civil Liberties Clearing House Conference in 1957 included:

Amalgamated Clothing Workers of America, AFL-CIO
American Association for the United Nations
American Association of University Professors
American Association of University Women
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Council on Human Rights
American Ethical Union
American Federation of Labor—Congress of Industrial Organizations
American Federation of State, County, and Municipal Employees, AFL-CIO
American Federation of Teachers, AFL-CIO
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Library Association
American National Red Cross
American Newspaper Guild, AFL-CIO
American Nurses Association
American Veterans Committee, Inc.
A. M. E. Zion Church
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Atlantic Union Committee
Association for Higher Education
Association on American Indian Affairs
Baptist Joint Committee on Public Affairs
B'nai B'rith
Brethren Service Commission
British Embassy
Building Service Employees International Union, AFL-CIO
Central Committee for Conscientious Objectors
Central Conference of American Rabbis
Central Labor Union of D. C.
Church of the Brethren
Committee for a National Trade Policy
Common Council for American Unity
Communications Workers of America AFL-CIO
Congregational Christian Churches, Council for Social Action
Connecticut Commission on Civil Rights
Democratic National Committee
Evangelical & Reformed Church, Commission on Christian Social Action
Engineers and Scientists of America
Friends Committee on National Legislation
Friends Committee on Civil Liberties
Friends Committee on Race Relations
Fund for the Republic, Inc.
General Alliance of Unitarian Women
Governmental Affairs Institute
Hadassah
Industrial Relations Research Association
International Labor Organization
International Ladies Garment Workers Union, AFL-CIO
International Religious Liberty Association
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Japanese American Citizens League
Jewish Labor Committee
Jewish War Veterans of the U.S.A.
League of Women Voters
Lutheran Church—Missouri Synod, Department of Public Relations
Minnesota State Federation of Labor
National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Intergroup Relations Officials
National Association of Social Workers
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council on Agricultural Life and Labor
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
National Farmers Union
National Housing Conference
National Jewish Welfare Board
National Labor Service
National Lutheran Council
National Religion and Labor Foundation
National Service Board for Religious Objectors
National Sharecroppers Fund
National Urban League
National Women's Conference, American Ethical Union
New Jersey State Industrial Union Council
Oil, Chemical and Atomic Workers Union, AFL-CIO
Philadelphia Yearly Meeting of Friends
President's Committee on Government Contracts
President's Committee on Government Employment Policy
Presbyterian Church in the U.S.A., Department of Social Education
Public Library of the District of Columbia
Republican National Committee
Southern Regional Council
Students for Democratic Action
Textile Workers Union of America, AFL-CIO
Unitarian Fellowship for Social Justice
United Automobile Workers of America, AFL-CIO
United Church Women
United Rubber Workers of America, AFL-CIO
U. S. Department of Defense, Office of Industrial Personnel Security Review
U. S. Department of Justice, Civil Rights Section
U. S. Department of State, Public Services Division
U. S. Navy Department, Office of Naval Material, Industrial Security Branch
United Steelworkers of America, AFL-CIO
Virginia Council on Human Relations
Washington Ethical Society
Washington Federation of Churches
Washington Fellowship
Washington Housing Association
Washington Urban League
Women's Alliance, All Souls' Church
Women's International League for Peace and Freedom
Young Women's Christian Association

(Conference attendance is limited to invited individuals and organizations.)

The National Civil Liberties Clearing House

. . . is a voluntary association of independent national organizations for the promotion of knowledge and the exchange of factual information, educational materials, opinions and ideas in the fields of civil liberties, civil rights, intellectual freedom and other human rights.

. . . is limited both in its continuing program and its annual conferences to the promotion of education and the exchange of information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its Conferences on Civil Liberties to bring together representatives of its associated groups and other invited agencies for free, full and informed inter-organizational discussions and analysis of current issues, and for consideration of ways by which they may help to strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W. Washington 6, D. C. Dupont 7-6300

February 4, 1958

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

At the request of Mr. Fleming, we are sending you the following materials for your forthcoming annual conference:

150 copies of "Public Ethics and the Integration Question"

150 copies of Publications Listing

150 New Souths, January/1958

These we are sending under separate cover. If we can be of any further help, please let us know.

Sincerely,

Paul Anthony
Administrative Assistant

PA/mf

Memo FROM THE DESK OF **JOHN CONSTABLE**

2/4/58

HCF:

Would suggest:

150 copies of ~~MAW~~ "Public Ethics and the Integration Question."
150 Publications Listing
150 January, 1958, NEW SOUTH ~~(I think 150 free copies of a New South might do us some good subscription-wise.)~~

PA - Please have these sent. HCF

2-3-58

JC-

What do you suggest?

HCF

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

January 31, 1958

Mr. Harold Fleming
Southern Regional Council
63 Auburn Ave., N.E.
Atlanta, Georgia

Dear ~~Mr. Fleming:~~ Harold:

The National Civil Liberties Clearing House is currently completing plans for its tenth annual conference on civil liberties, to be held here on March 6 and 7.

Our Literature Committee is arranging for distribution at the conference of key pieces of literature in the areas of civil rights, civil liberties, intellectual freedom, international human rights, and related issues. We know that your organization has issued some excellent materials, and we invite you to bring them to the attention of our conferees.

If you wish to accept this opportunity, we will appreciate your sending a maximum of 150 copies each of cost-free literature, preferably that which has been published within the past year. We do not have the facilities for posters or displays, and we will not be able to undertake responsibility for materials for which a charge must be collected. However, if you have bibliographies of your publications, we will be glad to include them on our literature tables; we have found these to be much in demand in the past.

We ask that your materials be mailed so as to arrive on or before Thursday, February 27, to:

The National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N. W.,
Washington 6, D. C.

Since this conference will mark the tenth anniversary of the Clearing House, we hope to make our literature tables -- which are a very important feature of our annual meetings -- notably valuable and varied in the materials they present. We will welcome your cooperation, and we are glad to be of service in bringing your publications to the attention of this wide inter-organizational audience.

Sincerely yours,

Lucile Ellison

Lucile Ellison,
National Education Association
Defense Commission

Whatever you've got, will welcome!

Mary Alice

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

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Minutes February 5, 1958

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House held its regular meeting on Wednesday, February 5, 1958, at the Washington Post Community Room, with the following attendance (which was smaller than usual because of the religious and social welfare conferences meeting concurrently): Herman Edelsberg, Anti-Defamation League, presiding; Olya Margolin, National Council of Jewish Women; Rosalie Whelan, National Council of Catholic Women; A. Burns Chalmers, American Friends Service Committee; Dr. Warren C. Middleton, American Association of University Professors; Otto H. Weill, American Jewish Congress; Mrs. Alfred Cipriani and Mrs. Clarence Fisher, D.C. League of Women Voters; J. Francis Pohlhaus, NAACP; Kenneth Birkhead, American Veterans Committee; David A. Brody and William Korey, Anti-Defamation League; Irving Ferman, American Civil Liberties Union; Robert W. Frase, American Book Publishers Council; Frances Neely, Friends Committee on National Legislation; H.H. Bookbinder, AFL-CIO; Virginia Kinnaird and Dr. E.W. Davis, National Education Association Defense Commission; Mrs. James W. Irwin, National Board, YWCA; Martha Mills, League of Women Voters; Katherine Jansson; Mary Alice Baldinger and Frieda Cohen for the office.

Tenth Annual Conference: Programs for the Clearing House conference, to be held March 6 and 7, were distributed, and the chairman called attention to the fact that organizations may have representation by their locals and affiliates, as well as their national officers and staff workers.

He urged interested organizations to notify their local units of the conference, and to send them the conference programs and registration forms, which the office will be glad to supply. Seating for the dinner meeting, March 6, may be somewhat limited, but we will be able to accommodate a much larger number of conferees at the March 7 sessions on civil rights, and at the luncheon that day, at which Senators Douglas and Javits will be speaking.

Next Meeting: Because of the conference, the monthly meeting for March will be skipped, and the Clearing House will meet again on the first Wednesday in April (April 2).

Guest Speakers for the afternoon were Walter Maloney, assistant counsel to the Senate Subcommittee on Constitutional Rights, and Sidney Kelly, administrative assistant to Senator Javits.

The Jenner Bill (S. 2646) was discussed by Mr. Maloney, who said that it is designed to limit the appellate jurisdiction of the Supreme Court by forbidding it the right to review five classes of cases, all involving subjects with which the Court has dealt recently. The subject matter on which it would prevent Supreme Court consideration includes (a) cases involving contempt of Congress or of a congressional committee; (b) cases involving security and loyalty programs in federal agencies; (c) state laws involving subversive activities within the state; (d) cases involving subversive activities and their control by local school boards; and (e) state laws and regulations governing admissions to the bar.

The Senate Judiciary Internal Security Subcommittee, chaired by Senator Eastland, held a one-day hearing on the bill at which its sponsor, Senator Jenner, and a staff member of the subcommittee were the only witnesses. The full Judiciary Committee considered the bill on February 3, and after an objection by Senator Hennings referred it back to the Internal Security Subcom-

mittee, with instructions to hold hearings at which both proponents and opponents of the measure would have an opportunity to testify, and to report the bill back to the parent committee on March 10, 1958. Senator Eastland, chairman of the Judiciary Committee, announced on the Senate floor, that such hearings would be held, and that those wishing to testify should notify the subcommittee staff. The hearings are tentatively scheduled to begin on February 19.

The Filibuster and Cloture was Mr. Kelly's topic. Discussing the uses and abuses of full debate in the Senate, he pointed out the anomaly of a rule "which permits two-thirds of the Senators voting to expel a member, but requires an absolute two-thirds of the total membership to make that same member shut up." He also analyzed the effects of and the outlook for current moves to revise the cloture rule (specifically, Senator Douglas' S. Res. 17, which would permit cloture by two-thirds of those voting after two days — a number that could range from two-thirds of a quorum to two-thirds of the membership — and by a majority of the full membership after 15 calendar days); and summarized the reports of the Javits-Talmadge subcommittee which studied this subject.

Other current reports which were presented and discussed, and which will be summarized in the next Clearing House Bulletin, were:

1) The civil rights situation — J. Francis Pohlhaus, NAACP

2) Civil liberties aspects of toll and free telivision — Irving Ferman, ACLU
(Mr. Ferman also commented informally on the censorship area)

3) Labor and individual liberties — H.H. Bookbinder, AFL-CIO

— Herman Edelsberg, Anti-Defamation League, Chairman

— Mary Alice Baldinger, Executive Director

AIR MAIL

March 3, 1958

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

A word of explanation and regret to you on the eve of the annual Clearing House Conference. To my great distress, I will not be able to be there because of another long-standing commitment. The excellence of your program makes me all the more frustrated.

All good wishes for a highly successful conference and my best regards.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(Friends Committee on National Legislation)
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•

Executive Director
MARY ALICE BALDINGER

Rcd 2/26/58

February 24, 1958

Dear Friend:

A note to remind you -- the tenth annual National Civil Liberties Clearing House Conference, to be held at the Hotel Statler here on Thursday and Friday, March 6 and 7, is less than two weeks away.

Most of the invited organizations have already sent in the names of their representatives, and we anticipate that this will be the largest and most stimulating conference that the Clearing House has ever held.

However, there are a number of groups which we know plan to be represented, but whose registrations have not yet been received.

We are attaching an extra copy of the registration form for the convenience of these agencies, in case the previous one, which was sent out with the conference program early this month, may have been mislaid.

If you have already sent in your reservations, please disregard this letter. If you have not, the Clearing House staff will be most grateful if you will fill out the accompanying form and return it at your earliest convenience.

We look forward to having you with us.

Sincerely,

Herman Edelsberg

Herman Edelsberg, Chairman

Mary Alice Baldinger

Mary Alice Baldinger
Executive Director

Encl.

20

REGISTRATION: NATIONAL CIVIL LIBERTIES CLEARING HOUSE CONFERENCE

TO: National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N.W.
Washington 6, D. C.

FROM: (Name and Address
of Organization.....

.....

The following will attend the Tenth Annual Conference on Civil Liberties at the Hotel Statler, Washington, D. C., on March 6 and 7, 1958. *Our check covering the registration fee of $5.00 per person, plus cost of meals checked below for each, is enclosed.*

NAME	ADDRESS	REGISTRATION FEE	DINNER MARCH 6	LUNCHEON MARCH 7	SPECIAL RATE – $15.00*

Reservations accepted only when accompanied by advance payment.

PLEASE MAKE CHECKS PAYABLE TO THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

Because of the necessity for guaranteeing the number of people at each meal, organizations are asked to send us their reservations as soon as possible.

SCHEDULE OF CONFERENCE CHARGES

Payment of $5.00 registration fee for each representative, and payments for dinner and luncheon reservations, must be made in advance. Cost of meals includes gratuity.

Dinner $7.00

Luncheon 4.50

Registration..... 5.00

Single-session registration, (without meal)..... $1.50

SPECIAL RATE for entire conference, covering all items above.....$15.00*

Organizations planning to be represented should make their own hotel reservations as early as possible.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

RECEIVED MAR 5 1958

March 3, 1958.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave., North East,
Atlanta 3, Ga.

Dear Harold :

Aren't you coming up to this whangdang of ours on Thursday and Friday? I've been counting on you.

If you come, will you come to a cocktail party that the Fund for the Republic is having before the Thursday dinner, from 5:30 to 6:45 in the California Room at the Statler?

Hopefully,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

Please notice the change in the program. Isn't that stinky?

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

tenth annual conference

March 6 and 7, 1958
Hotel Statler
Washington, D. C.

Program

Thursday, March 6

1:00 p.m. *Registration desks open*

2:00 p.m. ..... South American Room

Welcome to conferees ..... HERMAN EDELSBERG,
Director, Washington Office, Anti-Defamation League of B'nai B'rith; Chairman, National Civil Liberties Clearing House

INDIVIDUAL FREEDOM AND THE COMMON DEFENSE

JOHN A. JOHNSON,
General Counsel, Department of the Air Force

WALTER MILLIS,
Military Historian; Editor, The Forrestal Diaries;
Author of The Road to War, Arms and Men, etc.

DR. HARRISON SCOTT BROWN
California Institute of Technology; Member, National Academy of Sciences

Session Chairman ..... KENNETH M. BIRKHEAD,
National Executive Director, American Veterans Committee

Conference Discussion

6:30 p.m. *Registration desks open*

7:00 p.m. Dinner Meeting ..... Federal Room

Chairman ..... MR. EDELSBERG

Basic Issues for Freedom ..... MSGR. FRANCIS J. LALLY,
Member, Board of Directors, The Fund for the Republic

Can the Free Society Survive? ..... DR. ROBERT MAYNARD HUTCHINS,
President, The Fund for the Republic

Conference Discussion

Friday, March 7

9:00 a.m. *Registration*

9:30 a.m. ..... Congressional Room

AFTER LITTLE ROCK: WAYS TO ACCEPTANCE AND COMPLIANCE

DR. GUY BENTON JOHNSON,
Professor of Sociology, University of North Carolina; Former Executive Director, Southern Regional Council

REP. JAMES ROOSEVELT

W. ~~WILSON~~ WHITE,
U. S. Assistant Attorney General in charge of the Civil Rights Division

ROY WILKINS,
Executive Secretary, National Association for the Advancement of Colored People

Session Chairman ..... THOMAS E. HARRIS,
Associate General Counsel, American Federation of Labor—Congress of Industrial Organizations

Conference Discussion

12:15 p.m. Luncheon Meeting ..... Ball Room

A BI-PARTISAN LOOK AT CIVIL RIGHTS PROSPECTS
SENATOR PAUL H. DOUGLAS
SENATOR JACOB K. JAVITS

Session Chairman ..... PAUL SIFTON
National Legislative Representative, United Automobile, Aircraft & Agricultural Implement Workers of America—UAW

Conference Discussion

2:30 p.m. ..... Congressional Room

STRENGTHENING THE LINES OF COMMUNICATION BETWEEN THE RACES IN THE SOUTH

A Southern Editor's View ..... PHILIP M. STERN
Editor, The Northern Virginia Sun

A Southern Churchman's View ..... FRANCIS PICKENS MILLER,
President, Virginia Council of Churches

Session Chairman ..... CHARLES M. SMITH,
Associate Director, Washington Office, National Council of Churches

Conference Discussion

3:45 p.m. ..... Concluding Remarks

The Way It Looks to Me ..... MRS. L. C. BATES of Little Rock,
President of the Arkansas State Conference of NAACP Branches

4:30 p.m. Adjournment

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EDWARD P. SNYDER
(Friends Committee on National Legislation)
ALAN BARTH
ELEANOR BONTECOU

Committees for the Conference

Chairman.....HERMAN EDELSBERG

Co-Chairmen for the Conference.....PAUL SIFTON and CHARLES M. SMITH

Arrangements.....OLINDA ROETTGER, *chairman;* ROSALINE FISHER, BETTY K. SHAPIRO

Attendance.....BENJAMIN D. SEGAL, *chairman;* DR. ROBERT E. VAN DEUSEN, A. BURNS CHALMERS

Conference Report.....IRVING FERMAN, *chairman;* DAVID A. BRODY, MARTHA MILLS, KENNETH PETERSON, J. FRANCIS POHLHAUS, EDWARD P. SNYDER

Hospitality.....OLYA MARGOLIN, *chairman;* ELSIE AUSTIN, HELEN BERTHELOT, GERMAINE KRETTEK, JULIA THOMPSON

Literature.....LUCILE ELLISON, *chairman;* RUSSELL BRADLEY, JOHN CHENEY, HELEN STEINBARGER, DENISE TOUROVER

Press.....ROBERT E. FRASE, *chairman;* KATHERINE JANSSON, WILLIAM KOREY, KENNETH MEIKLEJOHN

Program.....MR. SIFTON, MR. SMITH, KENNETH M. BIRKHEAD, H. H. BOOKBINDER, N. H. GOODRICH, VIOLET GUNTHER, VIRGINIA KINNAIRD, CLARENCE MITCHELL, IRMA PIEPHO, PHILIP SCHIFF

Registration and Information.....JEANETTE HADLEY, *chairman;* GLADYS IRWIN, CHARLOTTE LUBIN, EDNA STRAUSS, IRENE ZWEIGENHAFT

Executive Director.....MARY ALICE BALDINGER

(Flowers by courtesy of FLOWERS, Inc.)

Agencies which were registered as having representatives or observers at the National Civil Liberties Clearing House Conference in 1957 included:

Amalgamated Clothing Workers of America, AFL-CIO
American Association for the United Nations
American Association of University Professors
American Association of University Women
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Council on Human Rights
American Ethical Union
American Federation of Labor—Congress of Industrial Organizations
American Federation of State, County, and Municipal Employees, AFL-CIO
American Federation of Teachers, AFL-CIO
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Library Association
American National Red Cross
American Newspaper Guild, AFL-CIO
American Nurses Association
American Veterans Committee, Inc.
A. M. E. Zion Church
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Atlantic Union Committee
Association for Higher Education
Association on American Indian Affairs
Baptist Joint Committee on Public Affairs
B'nai B'rith
Brethren Service Commission
British Embassy
Building Service Employees International Union, AFL-CIO
Central Committee for Conscientious Objectors
Central Conference of American Rabbis
Central Labor Union of D. C.
Church of the Brethren
Committee for a National Trade Policy
Common Council for American Unity
Communications Workers of America AFL-CIO
Congregational Christian Churches, Council for Social Action
Connecticut Commission on Civil Rights
Democratic National Committee
Evangelical & Reformed Church, Commission on Christian Social Action
Engineers and Scientists of America
Friends Committee on National Legislation
Friends Committee on Civil Liberties
Friends Committee on Race Relations
Fund for the Republic, Inc.
General Alliance of Unitarian Women
Governmental Affairs Institute
Hadassah
Industrial Relations Research Association
International Labor Organization
International Ladies Garment Workers Union, AFL-CIO
International Religious Liberty Association
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Japanese American Citizens League
Jewish Labor Committee
Jewish War Veterans of the U.S.A.
League of Women Voters
Lutheran Church—Missouri Synod, Department of Public Relations
Minnesota State Federation of Labor
National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Intergroup Relations Officials
National Association of Social Workers
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council on Agricultural Life and Labor
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
National Farmers Union
National Housing Conference
National Jewish Welfare Board
National Labor Service
National Lutheran Council
National Religion and Labor Foundation
National Service Board for Religious Objectors
National Sharecroppers Fund
National Urban League
National Women's Conference, American Ethical Union
New Jersey State Industrial Union Council
Oil, Chemical and Atomic Workers Union, AFL-CIO
Philadelphia Yearly Meeting of Friends
President's Committee on Government Contracts
President's Committee on Government Employment Policy
Presbyterian Church in the U.S.A., Department of Social Education
Public Library of the District of Columbia
Republican National Committee
Southern Regional Council
Students for Democratic Action
Textile Workers Union of America, AFL-CIO
Unitarian Fellowship for Social Justice
United Automobile Workers of America, AFL-CIO
United Church Women
United Rubber Workers of America, AFL-CIO
U. S. Department of Defense, Office of Industrial Personnel Security Review
U. S. Department of Justice, Civil Rights Section
U. S. Department of State, Public Services Division
U. S. Navy Department, Office of Naval Material, Industrial Security Branch
United Steelworkers of America, AFL-CIO
Virginia Council on Human Relations
Washington Ethical Society
Washington Federation of Churches
Washington Fellowship
Washington Housing Association
Washington Urban League
Women's Alliance, All Souls' Church
Women's International League for Peace and Freedom
Young Women's Christian Association

(Conference attendance is limited to invited individuals and organizations.)

The National Civil Liberties Clearing House

. . . is a voluntary association of independent national organizations for the promotion of knowledge and the exchange of factual information, educational materials, opinions and ideas in the fields of civil liberties, civil rights, intellectual freedom and other human rights.

. . . is limited both in its continuing program and its annual conferences to the promotion of education and the exchange of information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its Conferences on Civil Liberties to bring together representatives of its associated groups and other invited agencies for free, full and informed inter-organizational discussions and analysis of current issues, and for consideration of ways by which they may help to strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W. Washington 6, D. C. Dupont 7-6300

Minutes May 7, 195

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House held its regular meeting on Wednesday, May 7, at the Washington Post's Community Room, with the following attendance: Herman E delsberg, Anti-Defamation League, chairman; Mrs. John Bayley Jones, Methodist Church, Women's Division; Olya Margolin, National Council of Jewish Women; Eva Sofer, National Jewish Welfare Board; Maria S. Klooz and Mrs. Dorothy M. Robinson, Women's International League for Peace and Freedom; E. Raymond Wilson, Friends Committee on National Legislation; Mary Blanshard, Unitarian Fellowship for Social Justice; Irving Ferman, American Civil Liberties Union; Edward D. Hollander, Americans for Democratic Action; Martha Wildhack, General Alliance of Unitarian Women; Dr. Albert E. Croft, Council of Churches, National Capital Area; J. Francis Pohlhaus, National Association for the Advancement of Colored People; Martha Mills and Mrs. Luigi Petrullo, League of Women Voters of the U.S.; Harriet Cipriani and Rosaline Fisher, D.C. League of Women Voters; Bernard M. Weitzer, Jewish War Veterans; Sue Mills, American Veterans Committee; Richard C. Shipman, National Farmers Union; Dr. Fred Bushmeyer, National Council of Churches; Irma Piepho, National Council of Catholic Women; Dr. Warren Middleton, American Association of University Professors; Mary Alice Baldinger for the office. Guests: Samuel J. Archibald, John Mitchell and Robert Coll of the staff of the House Sub-committee on Government Information.

Next Meeting: Wednesday, June 4, 2 to 4 P.M., Washington Post Community Room.

Nominating Committee for 1958-59 Officers: On motion of Mr. Hollander, seconded by Mr. Pohlhaus, the meeting approved the appointment by the chairman, with the advice of the Administrative Committee, of the following Committee on Nominations for office and Administrative Committee membership in the Clearing House for 1958-59: Chairman, E. Raymond Wilson, Friends Committee on National Legislation; Kenneth Birkhead, American Veterans Committee; Mary Blanshard, Unitarian Fellowship for Social Justice; Lucile Ellison, NEA Defense Commission; Benjamin D. Segal, International Union of Electrical Workers, AFL-CIO.

Mr. Edelsberg stressed that associated organizations which wish to submit suggestions for candidates for the Nominating Committee's Consideration are invited to send their proposals to the chairman, at the Friends Office, 104 C St., N.E., Washington 2, or to the Clearing House Office, 1637 Massachusetts Ave., N.W., Washington 6, D.C.

Luncheon for Max Rabb: The chairman also announced that a farewell luncheon will be held for Max Rabb by his friends, in and out of government, at the National Press Club on Wednesday, May 21, at 12:15 o'clock. Reservations, at $2.75, may be made with Mr. Edelsberg at the ADL office, Ex. 3-5284.

Guest Speaker: Samuel J. Archibald, staff director of the House Government Information Subcommittee, spoke on Secrecy, Security and the Public Interest, and discussed the Moss Committee's work. Among the topics he covered was H.R. 8381, by Rep. Moss, which has passed the House and is now before the Senate Finance Committee. This would provide for publication by the Treasury Department, as a matter of public interest, of organizational applications for tax exemption, and would cover past as well as new applications.

Current Reports: Reports presented and discussed at the meeting, and to be summarized in the next Civil Liberties Bulletin, included:

The proposals of the Senate Subcommittee on Improvements in the Federal Criminal Code -- Irving Ferman, ACLU.

The Jenner-Butler Bill -- Edward Hollander, ADA

The civil rights situation -- Frank Pohlhaus, NAACP

Immigration developments -- Olya Margolin, National Council of Jewish Women

-- Herman Edelsberg, chairman

Mary Alice Baldinger, Exec. Director

Minutes June 4, 1958

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House held its monthly meeting on Wednesday, June 4, at the Washington Post Community Room, with the following attendance:

Herman Edelsberg, Anti-Defamation League, Chairman;
Mrs. John Bayley Jones, Methodist Church, Women's Division;
Olya Margolin, National Council of Jewish Women;
Josephine H. Kyles, Washington Council of Churches;
Germaine Krettek and Helen Steinbarger, American Library Association;
Rosaline Fisher and Harriet Cipriani, D. C. League of Women Voters;
Lucile Ellison, NEA Defense Commission;
Julia Thompson, American Nurses Association;
Olinda Roettger, Lutheran Church - Missouri Synod;
Dr. C. E. Carlson and E. Barry Garrett, Baptist Joint Committee on Public Affairs;
David A. Brody and William Korey, Anti-Defamation League of B'nai B'rith;
Sterling Tucker, Washington Urban League;
Charlotte Lubin, International Union of Electrical Workers, AFL-CIO;
Sue Mills, American Veterans Committee;
Dr. Warren C. Middleton, American Association of University Professors;
H. H. Bookbinder, AFL-CIO;
David Carliner, Association of Immigration and Nationality Lawyers;
Robert W. Frase, American Book Publishers Council;
Annalee Stewart and Marie Klooz, Women's International League for Peace and Freedom;
Pat Parkman, Washington Fellowship;
Walter H. Maloney, Jr., Senate Subcommittee on Constitutional Rights;
Dr. Robert Van Deusen, National Lutheran Council;
Frances Neeley, Friends Committee on National Legislation;
Eva Sofer, National Jewish Welfare Board;
Eleanor Bontecou, E. W. Graebling, and William Zimmerman.

July Meeting - Date Change : Gordon Tiffany, staff director of the President's Commission on Civil Rights, will speak at the July meeting of the Clearing House, which will be held on Wednesday, July 9, at the Washington Post Community Room. (Please note change from the previously-announced date.)

Nominating Committee Report Deferred : The meeting approved the Nominating Committee's request for a time extension for the submission of its report. (The Committee's slate of nominations for office is enclosed with these minutes.)

Guest Speaker : Edmund Campbell, Arlington attorney and member of the board of directors of Arlington's Committee to Preserve the Public Schools, discussed the possibilities that face Virginia's schools in the clash between the Supreme Court and District Court decisions and Virginia's massive resistance laws, which require the closing of any integrated schools and the cutting-off of State funds if they reopen on a desegregated basis.

Current Reports : Reports presented and discussed at the meeting, and to be summarized in the next Civil Liberties Bulletin, included:

Immigration and Deportation Developments: David Carliner, Association of Immigration and Nationality Lawyers

The Outlook on Civil Rights, and Anti-Bombing Legislation: H. H. Bookbinder, AFL-CIO

The Jenner-Butler Bill: Mr. Edelsberg

— Herman Edelsberg, Chairman

— Mary Alice Baldinger, Executive Director

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Report of the Committee on Nominations for 1958-59

(Under the constitution of the National Civil Liberties Clearing House, its officers are a chairman, four vice chairmen, a secretary, a treasurer, and six elected members of the Administrative Committee, all from associated national organizations. Officers and Administrative Committee members are elected annually for a term of one year, and shall not serve in any office for more than three consecutive years.

The constitution also provides that nominations in addition to the slate presented by the Nominating Committee may be submitted by associated organizations through July 15; that such additional nominations shall be approved by the Nominating Committee before they are placed on the ballot; and that election shall be by mail ballot in August, and term of office shall begin in September of each year.)

The Nominating Committee recommends the following slate of officers for 1958-59:

Chairman : Herman Edelsberg, Anti-Defamation League of B'nai B'rith

Vice Chairmen —

Civil Liberties : Edward P. Snyder, Friends Committee on National Legislation

Civil Rights : Edward D. Hollander, Americans for Democratic Action

Human Rights : Dr. Robert E. Van Deusen, National Lutheran Council

Intellectual Freedom : Virginia Kinnaird, National Education Association Defense Commission

Secretary : Irma Piepho, National Council of Catholic Women

Treasurer : Nathaniel H. Goodrich, American Jewish Committee

Administrative Committee :

Irving Ferman, American Civil Liberties Union

Thomas E. Harris, AFL-CIO

Olya Margolin, National Council of Jewish Women

Martha Mills, League of Women Voters of the United States

Paul Sifton, United Automobile Workers of America

Julia Thompson, American Nurses Association

For the Committee:

E. Raymond Wilson, Friends Committee on National Legislation, chairman

Kenneth M. Birkhead, American Veterans Committee

Mary Blanshard, Unitarian Fellowship for Social Justice

Lucile Ellison, NEA Defense Commission

Benjamin D. Segal, International Union of Electrical Workers

National Civil Liberties Clearing House

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(American Nurses Association)
EDWARD P. SNYDER
(Friends Committee on National Legislation)
ALAN BARTH
ELEANOR BONTECOU

Executive Director
MARY ALICE BALDINGER

August 12, 1958

To : Organizations associated through the National Civil Liberties Clearing House

Re : Election of Officers

Attached is a ballot for the election of officers of the National Civil Liberties Clearing House for 1958-59.

This slate was submitted by the Nominating Committee for 1958-59, consisting of E. Raymond Wilson, Friends Committee on National Legislation, chairman; Kenneth M. Birkhead, American Veterans Committee; Mary Blanshard, Unitarian Fellowship for Social Justice; Lucile Ellison, National Education Association Defense Commission; and Benjamin D. Segal, International Union of Electrical Workers, AFL-CIO. It was circulated to associated organizations with the minutes of the June meeting of the Clearing House.

As provided by the constitution and announced at the July meeting of the Clearing House, the slate was open to additional nominations through July 15.

No further nominations were received.

Yours truly,

Mary Alice Baldinger,
Executive Director

Please return to

NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Ave., N.W.
Washington 6, D.C.

BALLOT

(Elected office in the Clearing House comprises a chairman, four vice chairmen, secretary, treasurer, and six Administrative Committee members.)

( ) Chairman : Herman Edelsberg, Anti-Defamation League of B'nai B'rith

Vice Chairmen

( ) Civil Liberties : Edward P. Snyder, Friends Committee on National Legislation

( ) Civil Rights : Edward D. Hollander, Americans for Democratic Action

( ) Human Rights : Dr. Robert E. Van Deusen, National Lutheran Council

( ) Intellectual Freedom : Virginia Kinnaird, National Education Association Defense Commission

( ) Secretary : Irma Piepho, National Council of Catholic Women

( ) Treasurer : Nathaniel H. Goodrich, American Jewish Committee

Administrative Committee

( ) Irving Ferman, American Civil Liberties Union

( ) Thomas E. Harris, AFL-CIO

( ) Olya Margolin, National Council of Jewish Women

( ) Martha Mills, League of Women Voters of the United States

( ) Paul Sifton, United Automobile Workers of America

( ) Julia Thompson, American Nurses Association

Name : _____

Organization : _____

Address : _____

8/12/58

Please return to

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1637 Massachusetts Ave., N.W.
Washington 6, D.C.

B A L L O T

(Elected office in the Clearing House comprises a chairman, four vice chairmen, secretary, treasurer, and six Administrative Committee members.)

( ) Chairman : Herman Shalscorp, Anti-Defamation League of B'nai B'rith

Vice Chairman

( ) Civil Liberties : Edward F. Snyder, Friends Committee on National Legislation

( ) Civil Rights : Edward D. Hollander, American for Democratic Action

( ) Human Rights : Dr. Robert S. Von Doesen, National Lutheran Council

( ) Intellectual Freedom : Florence Kimmard, National Education Association

( ) Secretary : [illegible], National Council of Catholic Women

( ) Treasurer : Nathanial H. Goodrich, American Jewish Committee

Administrative Committee

( ) Irving Forman, American Civil Liberties Union

( ) Thomas E. Harris, AFL-CIO

( ) Olya Margolin, National Council of Jewish Women

( ) Martha Mills, League of Women Voters of the United States

( ) Paul Sifton, United Automobile Workers of America

( ) Julia Thomson, American Nurses Association

Name : _____

Organization : _____

Address : _____

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Aug 12, 2

Roosevelt

John Daly ABC

Quincy Howe

$200

01-2152

August 29, 1958

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

For some weeks - in the midst of a hectic work and travel schedule - Harold Fleming has held your letter of August 5th. Now, in lieu of further holding, our subscription for 1958-1959, he has asked me to reply. Accordingly, enclosed is our check for $25.00.

We have noted your next meeting dates of October 1 and November 5. If it seems likely that Harold will be in Washington on or near those dates, you will hear from him. In the meantime, please accept his best wishes and most sincere apologies for not having answered your letter personally and sooner.

Sincerely,

Paul Anthony
Administrative Assistant

PA/mf
Encl-1 (check #4542, $25.00)

PA - Please handle in my absence
Send $25.00
H.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

August 5, 1958.

Mr. Harold C. Fleming,
Executive Director,
Southern Regional Council,
63 Auburn Avenue, North East,
Atlanta 3, Ga.

Dear Harold:

I'm making my mid-Summer check of our books, and think I ought to remind you that the Southern Regional Council's subscription to the National Civil Liberties Clearing House is about to run out.

You will remember that in August of last year you sent us a subscription of $25 for 1957-58.

I do hope that you will be able to make a similar subscription payment for 1958-59. You can see by the attached financial report for 1957 how extremely helpful payments like the Southern Regional Council's are in enabling us to carry on with the Clearing House program.

Incidentally, have you got any plans to visit Washington this Fall? If you have, and if our timing can be arranged, there is nothing I'd like better than to have you talk informally and off the record to our Clearing House people. We do not hold meetings in August and September; the next general meeting should be set for Wednesday, October 1, and the one after that for Wednesday, November 5. But we have a little leeway in juggling dates around, and if you are likely to be here near either of those times, I'm sure we could arrange an accommodation. And of course, there's always the possibility of calling a special meeting, as we sometimes do. Will you let me know?

With best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Financial Records — January 1 - December 31, 1957

Contributions and subscriptions:

Amalgamated Clothing Workers of America, AFL-CIO	$ 200.00	
American Association for the United Nations	25.00	*
American Association of University Professors	100.00	*
American Book Publishers Council	150.00	*
American Civil Liberties Union	750.00	
American Council on Education	25.00	*
American Council of Learned Societies	15.00	*
American Ethical Union	150.00	*
American Friends Service Committee	300.00	*
American Humanist Association	25.00	*
American Jewish Committee	200.00	*
American Jewish Congress	75.00	*
American Library Association	75.00	*
American Newspaper Guild, AFL-CIO	25.00	
American Nurses Association	62.50	*
American Veterans Committee	25.00	
Anti-Defamation League of B'nai B'rith	250.00	*
Association on American Indian Affairs	50.00	*
Baptist Joint Committee on Public Affairs	25.00	*
Carrie Chapman Catt Memorial Fund	25.00	*
Central Conference of American Rabbis	35.00	*
Church of the Bretheren (General Brotherhood Board)	25.00	*
Common Council for American Unity	20.00	*
Communication Workers of America, AFL-CIO	50.00	
Congregational Christian Churches, Council for Social Action	25.00	*
Council of Liberal Churches	25.00	*
Evangelical and Reformed Church, Commission on Christian Social Action	25.00	*
Federation of American Scientists	25.00	*
Friends Committee on National Legislation	150.00	
Fund for the Republic	100.00	*
General Alliance of Unitarian Women	25.00	*
Hadassah	100.00	*
International Union of Electrical, Radio and Machine Workers, AFL-CIO	200.00	
Japanese American Citizens League	100.00	*
Jewish Community Council of Metropolitan Boston	10.00	*
Jewish Community Relations Council of Philadelphia	25.00	*
Jewish Labor Committee	50.00	*
Jewish War Veterans of the USA	25.00	*
League of Women Voters of the United States	50.00	*
Lutheran Church, Missouri Synod	30.00	*
Methodist Church, Women's Division of Christian Service	25.00	*
National Association for the Advancement of Colored People	75.00	*
National Association of Social Workers	25.00	*
National Community Relations Advisory Council	100.00	*
National Conference of Christians and Jews	25.00	*
National Council of Catholic Women	35.00	*
National Council of Churches		
Washington Office	35.00	*
Division of Christian Life and Work	25.00	*
National Council of Jewish Women	100.00	*
National Council of Negro Women	25.00	*
National Education Association, Defense Commission	125.00	*
National Farmers Union	100.00	
National Lutheran Council	25.00	*
National Service Board for Religious Objectors	30.00	*
Protestant Episcopal Church (National Council)	25.00	*
Robert Marshall Civil Liberties Trust	500.00	
Southern Regional Council	25.00	*
Textile Workers Union of America, AFL-CIO	80.00	
United Automobile Workers of America	1,000.00	
United Church Women	25.00	*
United Steelworkers of America, AFL-CIO	1,000.00	
United Synagogues of America	25.00	*
Women's International League for Peace and Freedom	25.00	*
Workers Defense League	25.00	*
Young Women's Christian Association	35.00	*

(more)

National Civil Liberties Clearing House

Personal Contributions and Subscriptions

Harriet Cipriani	$ 5.00
Arthur Fisher	10.00
Sidney Hollander	50.00

(* - Indicates subscriptions for materials and services.
** - The National Jewish Welfare Board contributes office space and utilities to the Clearing House.)

Total contributions and subscriptions ..		$ 7,227.50
Excess of 1957 Conference receipts over expenses		924.63
Miscellaneous receipts		1.00
Total receipts		$ 8,153.13

Expenditures

Publishing costs, mimeographing and mailing service		$ 1,036.81	
Office supplies, equipment, stationery, telephone, telegraph, and part-time office help		696.28	
Office Postage		154.35	
Employer's taxes (Social Security and D.C. Unemployment Compensation)		118.86	
Transportation and Messenger Service		61.10	
Books, subscriptions and Miscellaneous		59.00	
Salaries			
Mary Alice Baldinger ...	$ 6,000.00		
Irene S. Zweigenhaft ...	671.00		
		6,671.00	$ 8,797.40
Less Employer's Taxes deducted in 1957 to be paid in 1958			- 275.04
Total expenditures			$ 8,522.36

FINANCIAL STATUS, DECEMBER 31, 1957

Cash on hand, 1/1/57	$ 657.96		
Petty Cash on hand 1/1/57	60.00		
		$ 717.96	
Total receipts for 1957		8,153.13	
Total assets for 1957			8,871.09
Less total expenditures			8,522.36
BALANCE at 12/31/57			$ 348.73
Balance per bank statement, 12/31/57		$ 538.20	
Less checks outstanding		249.47	
Balance per check book, 12/31/57		288.73	
Petty cash on hand, 12/31/57		60.00	
			$ 348.73

National Civil Liberties Clearing House

Accounts payable, 12/31/57

AAA Letter Service	$ 322.86
Capitol Office Supplies	6.72
Graphic Arts Press	68.09
Leon Typewriter Company	16.85
	$ 414.52

* *

1957 CONFERENCE ON CIVIL LIBERTIES

Conference receipts		$ 2,332.50
Conference expenditures	$ 2,365.93	
Costs pro-rated to the Trade Union Education Program	958.06	
		1,407.87
Excess of receipts over expenses		$ 924.63

September 12, 1958

Miss Mary Alice Baldinger, Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

I'm sorry to be so long in responding to your welcome letters.

Nothing would please me more than to make one of the Clearing House meetings. I have the dates firmly in mind. And whenever I see a Washington trip coming, you can be sure I'll let you know.

All the best.

Sincerely,

Harold C. Fleming
Executive Director

HCF:ls

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(American Nurses Association)
EDWARD P. SNYDER
(Friends Committee on National Legislation)
ALAN BARTH
ELEANOR BONTECOU

•

Executive Director
MARY ALICE BALDINGER

September 8, 1958.

Mr. Paul Anthony,
Administrative Assistant,
Southern Regional Council, Inc.,
Room 432, 63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Mr. Anthony:

This is to acknowledge and to thank you for the subscription of $25 for 1958-59 which the National Civil Liberties Clearing House has received from you.

We're very grateful indeed for the SRC's interest in and help with the Clearing House program.

I'm grateful, too, to know that Harold will keep the Clearing House's October 1 and November 5 meeting dates in mind and will let us know if it seems likely he'll be around these parts for either of them. I shall keep my fingers crossed. It will be a great break for us if he's able to talk to us on either of those days.

And will you ask him please to keep in mind, too, that in the event he should be in Washington on any other days, and free for an hour or two in the afternoon, we can always very easily schedule an extra meeting?

Sincerely,

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

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Number 55 July-August 1958

CIVIL LIBERTIES BULLETIN

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W. --- Washington 6, D. C. - DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Director, Mary Alice Baldinger.

HOUSE-PASSED "CURB-THE-COURT" BILL WOULD GIVE STATE LAWS PRECEDENCE IN MANY AREAS

On July 17 the House of Representatives passed H. R. 3, "a bill to establish rules of interpretation governing questions of the effects of acts of Congress on State laws."

The essence of the bill is contained in the section which reads: "No Act of Congress shall be construed as indicating an intent on the part of Congress to occupy the field in which such Act operates, to the exclusion of all State laws on the same subject matter, unless such Act contains an express provision to that effect, or unless there is a direct and positive conflict between such Act and a State law so that the two cannot be reconciled or consistently stand together."

This bill in various forms has been before the Congress for several sessions, though never before passed. Its current revival was the response of conservative Congressmen to a Supreme Court decision (Pennsylvania v. Nelson) upholding the reversal of a conviction under State anti-subversive laws, on the grounds that Federal anti-subversive legislation had already "preempted" (i.e., effectively asserted exclusive jurisdiction over) this field. For this holding the Court relied chiefly on the fact that the Smith Act contained specific provisions proscribing the advocacy of the overthrow of any government -- whether Federal, State or local -- and that Congress had full knowledge of the numerous existing State statutes dealing with the subject of sedition.

This decision aroused the Congressional enthusiasts for states-rights, segregation and the hunt for "un-American activities," and added fuel to the fires they have been trying to build under the Supreme Court. The bill was put forward by Rep. Howard Smith (D., Va.), principal author of the Smith Act, to negate the effect of Pennsylvania v. Nelson. However, it would do much more than this. It is not limited to conflicts between Federal and State anti-subversion statutes, but would lay down a general rule that acts of Congress shall not be construed to assert exclusive jurisdiction over any field (to the exclusion of State action) unless the Congress has expressly preempted the field or unless there is direct and irreconcilable conflict between an act of Congress and State laws in the same field.

Such a doctrine applied to anti-subversive legislation would be mischievous enough. But the greater danger of H. R. 3 lies in its general application. Because it would apply to the entire body of past Federal legislation, its total effects cannot be foreseen. Few Federal statutes expressly claim exclusive Federal jurisdiction over a field in which Congress may Constitutionally legislate; under H. R. 3, States might claim concurrent jurisdiction in many fields. This could create conflict and confusion between Federal and State labor legislation and other subjects dealing directly or indirectly with the Federal jurisdiction over interstate commerce -- such as rail and road transportation, regulation of business practices, food and drug standards, etc.

The bill is designed to circumscribe the powers of the Federal Government and aggrandize those of the States, and open the door to State action less protective of civil liberties, more restrictive of labor organization, and less restrictive of business practices than Federal law.

The bill was passed by the House, 241 to 155, in an orgy of anti-Supreme Court feeling. The large majority was immune to arguments of law or reason. During the course of the debate an amendment was added specifically applying the doctrine to anti-subversion legislation, to be sure that it negated the effect of Pennsylvania v. Nelson.

Substantially the same provisions as those of H. R. 3 were included in the original Jenner bill, S. 2646, earlier in this session. The Senate Judiciary Committee refused to approve the provision in its broad form and, in approving S. 2646 narrowed this provision to apply only to the conflict between Federal and State anti-subversive legislation. In this form it is awaiting clearance of the Democratic Policy Committee to go to the floor of the Senate. The Policy Committee has voted not to bring it up, but as of this writing efforts are being made to revive it.

Among the far-reaching possibilites of a bill like H. R. 3 would be to open the door to State laws, in the name of "anti-subversion," curbing organizations and activities favoring racial desegregation or integration. Pennsylvania v. Nelson now prohibits this; but even a version of H. R. 3 narrowed to admit concurrent Federal and State jurisdiction over subversion (like the one pending in the Senate) would give the Southern States a powerful weapon of harassment against civil rights and civil liberties organizations.

-- Edward D. Hollander,
Americans for Democratic Action.

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LOYALTY-SECURITY PROGRAM WOULD BE
EXTENDED BY HOUSE-PASSED BILL

S. 1411 as amended, a bill which would re-extend the loyalty-security programs to nonsensitive positions, was passed by the House and returned to the Senate on July 11 by a roll-call vote of 295-46. The bill had been reported out by the House Post Office and Civil Service Committee on August 20, 1957, and placed on the Union Calendar; it remained there in a "state of limbo". However, 11 months later it suddenly started on a rapid legislative journey: on July 8, 1958, the House Post Office and Civil Service Committee asked the House Rules Committee to grant a rule; on July 9, the rule was granted; on July 10 the bill appeared on the legislative calendar and was passed after brief debate by an overwhelming vote.

Following the House action, it was referred back to the Senate Post Office and Civil Service Committee, rather than to a conference committee, since the House version was entirely different from the bill that the Senate passed last year, although it still carried the same bill number.

Background

The bill passed originally by the Senate had been introduced by the Chairman of the Senate Committee, Olin Johnston (D., S. C.) in response to a request by the Attorney General. It was a simple measure which would have permitted suspected employees to remain on the job while investigations and hearings were being conducted -- i. e., it would have made summary suspensions discretionary rather than mandatory. After the Senate action it was referred to the House Post Office and Civil Service Committee on August 8, 1957. Meanwhile, the House committee had been holding hearings on H. R. 981, which was introduced by Rep. Francis Walter (D., Pa.) after the Supreme Court's decision in Cole vs. Young that provisions of P. L. 733, 81st Congress, which empowered an agency head to suspend employees for security reasons, did not apply to "non-sensitive positions." The Walter bill held all government employees to be employed in "an activity of the government involving national security," thus re-extending the coverage of the federal loyalty-security programs to both sensitive and non-sensitive positions.

The House committee reported out S. 1411 (House Report 1201, Majority and Minority Views) after amending it by striking out the Senate's language and substituting the provisions of H. R. 981. Certain procedural safeguards were also added, in response to criticisms of the Walter bill by government employee witnesses who appeared at the hearings.

House Debate

The overwhelming House vote for the amended bill took place despite the fact that a letter from the Department of Justice, received by Rep. Dennison (R., Ohio) on the same day as the debate, stated that the Department believes that "the interests of the individual employee as well as of the government would best be served by deferring any legislative action relating to this program until the Executive Branch has completed its study of the recommendations of the Commission on Government Security." The letter indicated that the study is nearing completion.

During the debate, the supporters of the bill kept bringing up the question of Communists in government and making light of or ignoring the fact that there are procedures now in effect to remove subversives or other undesirable employees from government service. So much was made of this point that when the vote was taken opponents of the measure had almost been pushed into the position of appearing to vote to keep Communists in government jobs if they voted against it. (For the full debate, see the July 10 Congressional Record, pages 12180-12195.

Senate Hearing

A subcommittee of the Senate Post Office and Civil Service Committee held a hearing on the House-passed measure on July 18, with Senator Morton (R., Ky.), the only member present, in the chair. Chairman Ellsworth of the Civil Service Commission and representatives of employees groups appeared as witnesses. The Justice Department has asked to be heard later. All the witnesses opposed the House version. Mr. Ellsworth, speaking for the Administration, urged that no further action be taken on the bill. Further hearings may be held. Likelihood is that the Senate will stick by its original bill and instruct its conferees not to accept the House amendments.

-- Martha Mills,
League of Women Voters.

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SENATE ACTION ANTICIPATED
ON "MALLORY BILL"

The "Mallory Bill" passed by the House on July 2 is one of four related measures -- the others being S. 2970 by Senator Eastland, 3325 by Morse, and 3355 by Butler -- now undergoing study by the Senate Judiciary Committee's subcommittee on Improvements in the Federal Criminal Code, which held hearings on July 17 and has further testimony scheduled for July 30. The bills in effect would overturn the Supreme Court's year-old reversal of the death-penalty rape conviction of Andrew Mallory on the ground that he had been held too long between his arrest and police efforts to locate a committing magistrate. The Court threw out the confession which he made in the interim.

H. R. 1147, sponsored by Rep. Edwin E. Willis (D., La.), was approved by a House vote of 294 to 79. It provides that before an arrested person is questioned he must be told that he need not make a statement and that any statement he makes may be used against him; and that delay in arraignment shall not by itself serve to invalidate a confession. The ACLU, ADA and other liberal groups opposed the Willis bill on the ground that it would in effect preclude any possible penalty for police violations of Rule 5 of the Federal Code of Criminal Procedure, which requires that a person be arraigned without unnecessary delay. Here again we find the old problem of who is to police the police, and how.

Since Senator O'Mahoney, the Subcommittee's chairman, and the majority of its members have stated that they feel "clarifying legislation" is necessary, it seems likely that a bill similar to the House version will be reported out.

Senate Committee Eliminates Change of Venue
Provision in Anti-Obscenity Measure

On July 15 the Senate Judiciary Committee favorably reported H. R. 6239, the "Post Office venue" bill sponsored by Rep. Emanuel Celler (D., N. Y.). Aimed at curbing alleged obscene material, the House-approved measure would make the act of mailing pornographic literature a continuing offense and would permit the prosecution of persons mailing such material in any judicial district through which the mailed matter passes, as well as at the point of mailing.

However, this "in transit" provision was eliminated by the Senate committee, which held that the unrestricted "forum-shopping" it would permit the government -- i. e., the right to initiate prosectuion in a selected district where a jury would presumably be likely to impose more stringent standards of obscenity -- can lead to abuses and is therefore against public policy. (The Constitution provides that crimes shall be tried in the State where they are committed.)

The Senate version now provides for prosecution of violators at the place of delivery as well as at the point of deposit, and sets up a new offense, with penalties for violators up to $10,000 plus ten years, when non-mailable material is knowingly directed to persons under 19 years of age. The bill will probably come up on the Senate consent calendar at an early date. There is some possibility that since it must go back to the House, it may not be enacted this session.

-- Irving Ferman,
American Civil Liberties Union.

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CONGRESS REVIEWS SUPREME COURT'S PASSPORT DECISION: ACTION THIS SESSION SEEMS UNLIKELY

The Supreme Court decision of June 16, 1958 drastically restricted the State Department's reasons for refusing to issue passports. In the Kent, Briehl and Dayton cases the Court held invalid the present State Department regulations which prohibit issuance of passports to suspected Communists, Communist sympathizers and those whose travel abroad would be "inimical to the interests of the United States."

The Supreme Court said the regulations are not authorized by the present law. It did not reach the question of whether it would be unconstitutional to deny a passport because of political beliefs or association. The Court did, however, note that freedom of movement is "deeply engrained in our history," and that "the right of exit is a personal right included within the word 'liberty' as used in the fifth amendment."

Following the decisions the State Department drafted legislation which essentially would enact the regulations into statutory law. (S. 4110, Senator Green [by request]; H.R. 13318, Keating.)

Passport bills are now pending before five Committees: Senate Foreign Relations and Judiciary and House Foreign Affairs, Judiciary and UnAmerican Activities. The Senate Foreign Relations Committee, which has held two days of hearings, seems to have taken the lead in considering passport legislation. It is generally felt that there are too many opponents of the Administration measure on this Committee and that no bill will be reported out of it this session. Senator Hubert H. Humphrey and six others have an excellent bill (S. 4137) which permits much greater freedom of travel. Senator J. W. Fulbright's bill (S. 2770), while not so far-reaching, is more liberal than the State Department version.

Senator James O. Eastland has a restrictive bill (S. 4030) which is before his Judiciary Committee. While the Judiciary Committee might report this bill to the floor, it seems doubtful at the moment that it could win Senate approval in the light of the Foreign Relations Committee situation and the declared intent of Senator Wayne Morse to ensure that no legislation passes without extremely searching examination.

-- Edward P. Snyder,
Friends Committee on National Legislation.

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SUPPORT BY JUSTICE DEPARTMENT LACKING FOR BILLS FOR FBI JURISDICTION IN BOMBINGS

Subcommittee No. 3 of the House Judiciary Committee held hearings on June 18 on the Loser-Celler-Griffiths-Roosevelt bills (H. R. 11806, 12116, 12667 and 12831) -- identical measures which would add a new sub-section to the United States Criminal Code making it a Federal crime to (1) import into the United States or to transport in interstate commerce any explosive "with the knowledge or intent" that it will be used in violation of Federal or State law; and (2) to possess, in violation of any State or Federal law, any explosive imported into the United States or transported in interstate commerce. This would mean that any persons who carried dynamite across a state line in order to detonate it in violation of a State law would also be violating a Federal law. Similarly, any person found in possession of dynamite within a State in violation of its law would likewise be guilty of a Federal crime if the explosive was carried across State lines.

If enacted, the bills would give the FBI jurisdiction whenever an illegal bombing takes place, to investigate the crime and also to determine whether the explosive was

carried across state lines -- the search for the criminals would be assisted by the most efficient investigating unit in the country. The results of the FBI investigation would presumably be turned over to state police if there was no indication of a Federal crime.

Testifying in behalf of the American Jewish Congress and the other agencies comprising the National Community Relations Advisory Council, Will Maslow urged the establishment of a "jurisdictional basis" for action by the FBI and the Department of Justice in cases of bombing of religious institutions; he objected, however, to the bills' provision creating a rebuttable presumption, from illegal possession or use of dynamite within a State, that it had been transported in interstate commerce, because the constitutionality of such a provision is open to question. He also urged revision to make clearer the intention to exempt innocent or unknowing violations.

In the past ten months, since September 1957, there have been nine incidents of dynamitings or attempted dynamitings of Jewish synagogues, community centers, and Negro schools in the States of Tennessee, North Carolina, Alabama and Florida. And despite intensive local police investigation, none of the perpetrators of these crimes has been caught, nor is there any real hope that any of the crimes will be solved in the near future. The threat of further bombings in Southern States where racial tensions are great continues unabated. Therefore legislation empowering Federal intervention in an apparent interstate conspiracy of violence seems a necessity.

The Department of Justice had filed no report on the proposed bills by the time of the hearings, although requested to do so by the Subcommittee. The reasons for the Department's silence are not known. When FBI investigation was demanded after the most recent bombings, the Department took the position that "there is no basis at present for action by the FBI" and that "full immediate action will be taken if any jurisdictional basis therefor is established" (Letter of Deputy Attorney General Lawrence E. Walsh to Congressman Celler, April 30, 1958). The purpose of the four bills is to establish such a "jurisdictional basis." But indications are that the Department now opposes such legislation; for on June 25 Assistant Attorney General White of the Civil Rights Division said in a speech which was said to reflect the Department's general views on this problem:

> "Yet there are grave questions of policy involved in such a basic change in the responsibility for law enforcement, which would extend the Federal police power to a crime peculiarly local in nature -- the violent destruction of property in the community. Although such an extension of Federal authority could be supported under the commerce clause, it might have an effect foreign to its purpose. All of these bombings appear to have their origin in racial or religious prejudice. Such occurrences should unite the communities concerned in their response to violence and bigotry. A shift of the enforcement responsibility to the Federal government could be used by local officers as an excuse for relaxing their own efforts or for evading their responsibility."

These reasons hardly seem tenable. The crimes in question are not "peculiarly local in nature"; they expressly involve the inter-state transportation of explosives for a purpose that has national concern -- the intimidation of religious groups in the exercise of their rights of freedom of religion, speech, conscience and belief. Moreover, there is involved no "shift of enforcement responsibility to the Federal government," but rather a supplementation of local enforcement responsibility with concurrent Federal responsibility.

As for the idea that the addition of Federal jurisdiction might serve as an excuse for local officers to evade their responsibility, the opposite has been

indicated by actual developments on the problem of the bombings. The local police chiefs and mayors of 29 Southern cities met on May 3 on the invitation of the Mayors of Jacksonville and Nashville to exchange information and to plan concerted action. This conference was called at a time when the local authorities still had reason to expect FBI participation in their plan of action. Far from seeking to evade their responsibilities, the Southern communities involved are determined to punish these outrages and have themselves openly requested Federal assistance in this effort. With such solicitation of Federal help by the local Southern communities, and with clear authority for the proposed legislation in the commerce clause, it is difficult to understand the Department's apparent persistence in opposing legislation to give it jurisdiction to act in such cases.

-- Sanford H. Bolz,
American Jewish Congress.

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CIVIL RIGHTS IN CONGRESS AND IN THE COURTS

Hearings on civil rights bills were conducted by a subcommittee of the House Judiciary Committee headed by Congressman Celler on June 25, 26 and 27 and July 9, 10 and 11. It is not expected that further hearings will be held this session. The subcommittee is now in a position to act on the bills. Principal measures under consideration are H. R. 10107, by Mr. Celler, similar to Part III which was stricken from the Civil Rights Act of 1957; H. R. 10672, also by Celler, which in addition to enacting Part III would provide technical and financial assistance to communities attempting to desegregate their schools (this is a companion bill to S. 3257 by Douglas and other Senators); and H. R. 12723, by Rep. Kenneth B. Keating (R., N. Y.) which would extend the life of the Civil Rights Commission.

Court Action

The Eighth Circuit Court of Appeals has decided to have a hearing before the full court of seven members on the appeal from Judge Lemley's decision postponing integration in the schools of Little Rock. The hearing is scheduled for August 4.

At this writing (July 25) the NAACP is trying a voting case in the Federal District Court in Jackson, Mississippi. The case challenges Mississippi voting laws and practices as being racially discriminatory. It is this type of case that the Justice Department was authorized to file under the Civil Rights Act of 1957, which became effective in September of last year. As yet, the Department has not taken any action under the Act.

-- J. Francis Pohlhaus,
Counsel, Washington Bureau, NAACP.

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NOTES ABOUT ORGANIZATIONS AND PEOPLE

Moe Hoffman has been named by the National Jewish Welfare Board as its Washington representative, it has been announced by S. D. Gershovitz, JWB executive vice president. He succeeds the late Philip Schiff in the post. A social worker, Moe has been associated with the JWB since 1943, and has served as its Armed Services Director for the Washington area since 1950. He is a member of the Board of Directors of the United Jewish Appeal of Greater Washington and is liaison officer of the UJA's Government Division.

EV FBR

Ask Fred if this man should be on New South Mailing } Lee

AAUP 1785 Mass ave. NW Wash 6, DC.

The American Veterans Committee's new National Executive Director is Irvin Lechliter, Washington attorney experienced in government service, private industry and civic organizations. Appointed in June after the resignation of Kenneth M. Birkhead, "Lech" is a long-time leader in AVC affairs. He and his family live in Potomac, Md.

1957 saw a sharp drop in membership of the NAACP, the organization stated in its 49th annual report, issued in connection with its national convention at Cleveland in mid-July. The report attributed the loss of 37,723 members to stepped-up legal attacks on Southern NAACP units, to measures passed by Southern legislatures prohibiting teachers and other employees from NAACP membership, and to demands for publication of the names of NAACP officers and members in Little Rock, Ark., and other communities.

Arthur J. Goldberg, AFL-CIO special counsel and general counsel for the Steelworkers and the AFL-CIO Industrial Union Department, has been elected to the boards of trustees of the Fund for the Republic and the Carnegie Endowment for International Peace. He is a member of the Clearing House Administrative Committee.

After August 27, the new address of the Washington office of the American Library Association will be: The Coronet, 200 C Street, S. E., Washington 3, D. C.

Dr. William P. Fidler has been appointed General Secretary of the American Association of University Professors and will begin his new work on September 1. He succeeds Dr. Robert K. Carr, who has headed the Association's Washington office while on a year's leave of absence from Dartmouth, where he is Joel Parker Professor of Law and Political Science. Dr. Fidler came to the AAUP's staff in 1956 from the faculty of the University of Alabama, where he taught American literature and English composition for 26 tears. . . . Dr. Louis Joughin, who has been assistant director of the American Civil Liberties Union since 1954 and has served as executive head of the ACLU's Academic Freedom Committee, will join the AAUP's staff on September 1. . . . And on the same date, Dr. George Pope Shannon, editor of the AAUP Bulletin, will retire after eleven years with the Association's office here.

E. Raymond Wilson, executive secretary of the Friends Committee on National Legislation and a founder and first chairman of the Clearing House, has been awarded Haverford College's highest honor, the degree of doctor of laws. Ray was the only person so honored this year.

Washington is the 104th diocese to be incorporated into the National Council of Catholic Women. The organizational meeting of the Archdiocesan Council of Catholic Women, held early this Summer, was attended by 3,000 persons representing the 80,000 newly-inducted members from this area.

Winners of the American Library Association's second Liberty and Justice Book Awards of $5000 each are George S. Counts for "The Challenge of Soviet Education," Herbert Feis for "Churchill, Roosevelt, Stalin," and Len Giovannitti for "The Prisoners of Combine D." The awards deal with the areas of freedom of speech, press and association; tolerance for individual differences; equal opportunity; the Bill of Rights; restrictions on personal liberty; the anti-libertarian threats of dictatorship and totalitarianism, and pressures for conformity.

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RECEIVED OCT 22 1958

Minutes October 5, 1958

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Wednesday, October 5, in the Washington Post's Community Room, with the following attendance: Herman Edelsberg, Anti-Defmation League of B'nai B'rith, presiding: Boris Shishkin, Tilford Dudley, H.H. Bookbinder, AFL-CIO: Kenneth Meiklejohn, AFL-CIO IUD: Robert W. Frase, American Book Publishers Council: John W. Edelman, Textile Workers Union of America : Bernard Weitzer, Jewish War Veterans: Betty K. Shapiro, B'nai B'rith Women: Nora Signer and Priscilla Grissett, Friends Committee on National Legislation: Louis Joughin, American Association of University Professors: Ralph Showalter, United Automobile Workers: Olya Margolin, National Council of Jewish Women: Mrs. John Bayley Jones, Methodist Church, Women's Division: Helen Steinbarger, American Library Association: Mrs. Luigi Petrullo and Mrs. Helen Latimer, League of Women Voters: Marie S. Klooz, Women's International League for Peace and Freedom: Margery T. Ware, Washington Urban League: Mrs. James W. Irwin, National Board, YWCA: Virginia Kinnaird, Martha L. Ware, Henry E . Butler, Jr., National Education Association Defense Commission: W. Barry Garrett, Baptist Joint Committee on Public Affairs: Richard C. Shipman, National Farmers Union: J. Harold Sherk, National Service Board for Religious Objectors: Edward D. Hollander, ADA: J. Francis Pohlhaus, NAACP: Moe Hoffman, National Jewish Welfare Board: P.L. Wright for Irving Ferman, American Civil Liberties Union: Phyllis Rozman, Social Legislation Information Service: David A. Brody, Anti-Defamation League: Rudolph Danstedt, National Association of Social Workers: Sue Mills, American Veterans Committee: Mary Alice Baldinger, for the office: J. Delmas Escoe, Senate Subcommittee on Constitutional Rights, guest.

Next Meeting : Wednesday, November 5, 2 to 4 P.M., at the Community Room.

Guest Speakers : Joseph L. Rauh, Jr., past national chairman and present vice chairman on Civil rights and liberties of ADA, and counsel to the United Automobile Workers, discussed the prospects for reform of the Senate's Rule 22 when the 86th Congress covenes next January.

Frank D. Reeves, Washington Representative of the NAACP'S Legal Defense Fund, and an NAACP attorney in the Virginia school cases, spoke on the outlook for public education.

Clearing House Tax Status : The chairman announced that the Internal Revenue Service, on September 15, reaffirmed its earlier ruling on the Clearing House, granting it tax exemption as an organization "operated exclusively for the promotion of social welfare," but denying it exemption for donor deductibility as an educational agency on the ground that 1) "its purposes are too general in character to be considered educational per se," and 2) "its activities are directed towards the accomplishment of social welfare, rather than educational objects" and its program is thus not exclusively educational as that phrase is contemplated by the law. Possible alternatives under the decision are being discussed by the Administrative Committee, Mr. Edelsberg said.

Upcoming : Sue Mills of AVC announced that the District Bar Association will vote again on the proposed constitutional change to make it possible for Negroes to be members, at a meeting, open to the public, on October 14 at the Mayflower.

Mrs. Ware and Mrs. Baldinger commented on the "highlight luncheon" of UN Week in Washington, Thursday, October 23, at the Shoreham, with Marian Anderson, noted singer and recently-appointed US alternate delegate to the UN, as the speaker. Tickets are available at $4.00 from the AAUN office, 1420 New York Ave., N.W. -- NAtional 8-8330.

Material Distributed : A few copies are still available on request to the office of the materials distributed at the meeting: We Open the Gates -- Labor's Fight for Equality, by Harry Fleischman and James Rorty, from the American Jewish Committee: Background Memo on Rule 22, contributed by the UAW: and Justice When It Counts Most -- Equal Rights in the Recession, by Charles Zimmerman, from the AFL-CIO Civil Rights Department.

-- Herman Edelsberg, Chairman
Mary Alice Baldinger, Executive Director

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October 29, 1958

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

It was good to have your recent letter. I have waiting this long to reply in the hope that I might get enough considered judgment on the Louisiana statute to be helpful to you.

Actually, at least for the time being, the statute does not affect us. The reason is that we are between local affiliates in Louisiana. Our former affiliate, the Louisiana Council on Human Relations, folded up from the pack with the understanding that a strong New Orleans Human Relations group would be organized. This is going to happen, but the New Orleans group will not be formally launched until after the turn of the year. The people we know there that will have to make this decision - and whose judgment we would rely on - are representatives of the other national organizations which participate in the Civil Liberties Clearing House. Since you will be getting their thinking in due course, I won't try to duplicate it from here. But if I do learn anything in the near future that would have an important bearing on this matter, I will pass it on to you. And I will be looking forward with interest to any analysis or advise that may be forthcoming from

your next meeting. Unfortunately, we are approaching our own annual meeting early in November, so I am stuck here with all the paper work and folderol involved in preparation for the yearly policy-making. I wish I could be with you on November 5. God willing, I will make one of the meetings in the near future.

All the best.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

Memo FROM THE DESK OF **FRED ROUTH**

27 Oct 58

To: HCF -

re: La - registration and affidavits -

Irv. Schulman has had inquiries from his Nat'l Office re this. He's been out of the office til today.

Will check into it as soon as possible. Will send you a copy of his findings.

FBR

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(Friends Committee on National Legislation)
ALAN BARTH
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•

Executive Director
MARY ALICE BALDINGER

October 17, 1958.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave., North East,
Atlanta 3, Ga.

Dear Harold:

A couple of the Clearing House organizations have had inquiries from their locals in Louisiana about what course they should take in relation to the State law there that requires them to file affidavits that none of their national officers belong or have belonged to any organization on the Attorney General's list, with criminal penalties for failure to comply.

I'm writing you because I assume the Council has run into this.

Could you find time to drop me a note as to what you are doing about it? Do you know what course other groups are taking on it? Is any organization so far planning to test its constitutionality, and if so, do you know by what means they intend to get it into the courts?

I'll be most grateful for whatever you can tell me.

Any chance of your being in Washington on November 5? We've got a Clearing House meeting that day -- and how we'd love to have Harold Fleming as a speaker!

El besto,

Sincerely,

Mary Alice

Mary Alice Baldinger.

write Dr. Schulman < get address from Art

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THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST'S Community Room

WEDNESDAY, NOVEMBER 5 -- 2 to 4:00 p. m.

HENRY PUTZEL, JR., Chief of the Voting Frauds Section of the Justice Department, will speak on Enforcing the Right to Vote: Problems and Prospects. There will also be discussion of violence in the South, and of the effects of the election on the outlook for civil rights and liberties. I hope you can attend.

Mary Alice Baldinger
Executive Director

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THIS SIDE OF CARD IS FOR ADDRESS

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Mr. Harold C. Fleming
Director of Information
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

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National Civil Liberties Clearing House

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(United Automobile Workers of America)
JULIA C. THOMPSON
(American Nurses Association)
ALAN BARTH
ELEANOR BONTECOU

•

Executive Director
MARY ALICE BALDINGER

February 17, 1959

Dear Friend:

This is to let you know that the National Civil Liberties Clearing House has scheduled April 16 and 17 as the dates for its eleventh annual conference, which will be held at the Hotel Sheraton Carlton here.

This year the conference will concentrate almost entirely on the problems of discrimination, segregation, and inequality in American life, with special emphasis, of course, on the situation in the schools.

Our program is not yet complete, but among those who are expected to be speaking to the Conference are Senator John F. Kennedy, Senator Hugh Scott, Marion A. Wright, past president of the Southern Regional Council; Dr. Herman H. Long of Fiske University in Nashville; and the Rev. James C. Brewer, pastor of the Norfolk, Va. Unitarian Church and president of the Norfolk Committee for Public Schools.

We are planning, too, to allow plenty of time at each session for discussion and participation from the floor.

We expect that officers, staff workers and members of over 100 organizations will attend the Conference. The complete program and registration forms will be sent you early in March. Meanwhile, we hope you will note the dates now and plan to participate.

Sincerely yours,

Fred S. Buschmeyer

Dr. Fred S. Buschmeyer,
General Director, Washington Office,
National Council of Churches

Thomas E. Harris

Thomas E. Harris,
Associate General Counsel,
AFL-CIO

Co-chairmen, Conference
Program Committee

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Number 56 January-February 1959

CIVIL LIBERTIES BULLETIN

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W. --- Washington 6, D. C. - DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Director, Mary Alice Baldinger.

ELEVENTH ANNUAL CLEARING HOUSE CONFERENCE IS SCHEDULED FOR APRIL 16 AND 17

The National Civil Liberties Clearing House will hold its eleventh annual Conference on Civil Liberties at the Hotel Sheraton Carlton in Washington on Thursday and Friday, April 16 and 17.

Plans for the meetings are nearly completed. The program committee hopes to break new ground with a study in depth of all the implications of the school desegregation crises, with speakers who combine insight, personal experience and ability to communicate their ideas interestingly. Related problems of individual rights and freedoms will also be discussed, as will the continuing attacks on the Supreme Court.

Among those who will be addressing the conference are Senator John F. Kennedy of Massachusetts, Senator Hugh Scott of Pennsylvania, Representative John Lindsay of New York, the Rev. James C. Brewer, president of the Norfolk, Va., Committee for Public Schools; Walter Tobriner, president of the D. C. Board of Education; Dr. Alfred J. Marrow, chairman of New York City's Commission on Intergroup Relations; Marion A. Wright, past president of the Southern Regional Council; David L. Krupsaw, chairman of the Arlington, Va., County Board; and Dr. Herman Long of Nashville's Fisk University, who recently completed a two-year survey of attitudes towards integration.

The conference programs and registration forms will be sent out in early March.

Co-chairmen of the program committee are Dr. Fred S. Buschmeyer, general director of the Washington office of the National Council of Churches, and Thomas E. Harris, associate general counsel of the AFL-CIO. Serving with them as committee members are Sanford Bolz of the American Jewish Congress; Herman Edelsberg, Anti-Defamation League of B'nai B'rith and chairman of the Clearing House; Irving Ferman, American Civil Liberties Union; Edward D. Hollander, Americans for Democratic Action; Clarence Mitchell, NAACP; Irma Piepho, National Council of Catholic Women; and Dr. Robert E. Van Deusen, National Lutheran Council.

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SENATE HEARINGS WILL COVER WIDE RANGE OF CIVIL RIGHTS PROPOSALS

In the House, Judiciary Committee Chairman Emanuel Celler has said that he will hold hearings "shortly" on civil rights proposals; but in the Senate, the Subcommittee on Constitutional Rights has named a definite starting date and place for hearings -- Wednesday, March 18, in the Caucus Room of the old Senate Office Building. A comparison of the major approaches to civil rights legislation may therefore be useful. They are: S. 456, sponsored by Republicans Javits and Keating of New York; Case, N. J.; Cooper, Ky.; Scott, Pa.; and Allott, Colo.; S. 499, by Senators Lyndon Johnson (D., Tex.) and Thomas C. Hennings (D., Mo.); S. 810, by Senator Paul Douglas (D., Ill.) with the co-sponsorship of 11 Democratic and five Republican Senators; and the Administration program, embodied in seven separate bills introduced by Minority Leader Everett M. Dirksen (R., Ill.) and Barry Goldwater (R., Ariz.) -- S. 955 through S. 960, inclusive, and S. 942.

Support of the Supreme Court

The Douglas bill expressly endorses the principle of the Supreme Court's anti-segregation decisions in schools, transportation and recreation, and recognizes the responsibility and authority of the Congress to uphold the authority of the Judicial Branch.

The Administration proposal includes a declaration of policy that the 1954 decision holding public school segregation unconstitutional is "the law of the land," that States must take steps to end segregation, and that the Federal Government is prepared to help solve their serious financial and educational problems.

The Johnson and Javits bills have no similar provisions.

Federal Aid

The Douglas bill provides for an extensive program of aid to the States and communities in helping them to desegregate, for technical assistance, and for grants for school building, equipment and personnel needs, if needed, covering a period of five years.

The Administration program provides for some technical assistance and some aid for professional personnel, on a more limited scale and for the next two fiscal years.

The Johnson and Javits bills have no similar provisions.

Enforcement of Compliance with the Supreme Court Decisions

The Douglas bill encourages the Secretary of Health, Education and Welfare to persuade and assist State and local communities to comply with the desegregation decisions, and, in the event this fails, as a last resort authorizes the formulation of plans by HEW, and then enforcement by the Attorney General.

The Administration and Johnson proposals do not carry such provisions.

The Javits bill, while it has no specific provision relating to school desegregation, could be used in some instances as indicated below.

Suits by Government

The Douglas and Javits bills would both authorize the Attorney General to take action to enforce equal protection of the laws, including educational rights, under procedures similar to those proposed by Part III of the 1957 civil rights bill before its amendment in the Senate. Under the Douglas bill, the Attorney General could initiate lawsuits to end any unconstitutional discrimination based on race, religion or national origin, against individuals who are found to be unable, for fear of reprisals or other reasons, to sue for themselves; the Attorney General could also intervene in private civil rights suits. The Javits bill would not allow the Attorney General to intervene in private suits, but would let him initiate action in behalf of the individual.

The Administration and Johnson proposals do not have such provisions.

Obstruction of Justice

The Douglas bill proposes preventive, rather than punitive, action in this area, by authorizing the Attorney General to commence injunction suits against persons who seek to obstruct Federal, State or local officials in desegregation cases, or to hinder the execution of court orders in such cases.

The Javits bill would authorize the Attorney General to institute preventive proceedings against anyone conspiring, through threats, violence, etc., to hinder State or local authorities from giving or securing equal protection of the laws. Such proceeding could be instituted upon the written request of the officials.

The Administration program makes it a crime for any person, private or official, to obstruct a Federal court school desegregation order by threats or force.

The Johnson bill has no provision of this sort.

Voting Records

The Administration program requires State voting registrars to maintain their records for three years and empowers the Justice Department to obtain such records under orders from any Federal district court.

The Johnson bill would permit subpoenaing of voting records under orders by special three-judge district courts.

The Douglas and Javits bills do not have such provisions.

Civil Rights Commission

The Administration bill would extend the life of this commission to September, 1961; the Johnson bill would extend it to January, 1961; the Douglas and Javits bills have no provision concerning this.

Anti-Bombing

The Administration bill makes it a Federal crime to cross State lines to escape prosecution for bombing a religious or educational building. The Johnson bill would make it a Federal crime to transmit explosives in interstate commerce for the purpose of damaging a business, educational, religious, charitable or civic building. The Douglas and Javits bills have no similar provisions.

Children of Military Personnel

The Administration proposal provides that if a public school that serves children of military personnel is closed to avoid desegregation, the Federal Government may provide schooling on the military base. Or, if a school constructed in the future, is built in whole or part with Federal funds, the Government may take it from the State and operate it, paying the State rent in line with the State's investment. The Douglas, Javits and Johnson bills have no similar provisions.

Equal Job Opportunity

The Administration proposes that Congress create a commission on equal job opportunity under Government contracts, similar to the Committee at present established by executive order, to work at persuading companies with Government contracts to hire without regard to race, creed or color. The Douglas, Javits and Johnson bills have no similar provisions.

Conciliation Service

The Johnson bill would set up a Federal community relations service to provide conciliation assistance in communities where there are disagreements or disputes concerning school desegregation or other interracial differences. The Douglas, Administration and Javits bills do not carry such a provision.

-- J. Francis Pohlhaus, Counsel,
Washington Bureau, N A A C P

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BILLS TO REVERSE COURT DECISIONS
ARE REVIVED IN NEW CONGRESS

The desegregation decisions and a series of Federal court rulings protecting constitutional rights against infringement by Congress or the States and narrowly construing Federal statutes to avoid constitutional questions have made the courts the target of attempted Congressional reprisals for the past several years. In the 85th Congress, as in several preceding Congresses, these attempts took the form of bills aimed at reversing (in effect) certain civil liberties decisions or limiting the jurisdiction of the courts in certain kinds of cases. None of these bills passed the 85th Congress, though several passed the House and were headed off in the Senate by the narrowest of margins of time and circumstances at the very close of the 1958 session.

A number of the same or similar bills have been re-introduced in the 86th Congress; and more will be. Though they vary in form, they are best identified by the Supreme Court cases which they are designed to reverse or negate.

1. The Watkins bills, aimed at the decision in which the Court acquitted a witness of contempt of Congress, on the grounds that the legislative mandate and the procedures of the House Un-American Activities Committee were too vague to permit a witness to determine what questions were pertinent to its proper activities. The bills would, in effect, make Congressional committees the sole judge of the pertinence of questions put to witnesses.

2. The Cole bills, overruling the decision that the Federal employee security statute applied only to security-sensitive positions. The bills would amend the statute to provide that the employee security program should apply to all Federal positions.

3. The Yates bills, redefining "organize" and "teaching and advocating", as used in the Smith Act, to make "advocacy" punishable without regard to the immediate probable effect of advocacy, thus overruling certain cases in which the Court set aside convictions. (The House Judiciary Committee on February 17 approved H. R. 2369, by Rep. Francis Walter (D., Pa.), which redefines the term "organize" in the Smith Act, making it a continuing process which includes recruitment of new members and the expansion of re-grouping of existing units.)

4. The Mallory bills, to reverse a decision of the Court which invalidated a conviction on the grounds that the accused was held and questioned by the police too long before he was arraigned.

5. The Schware bills, which would limit the appellate jurisdiction of the Federal courts in cases of admission to the bar under State law. The Supreme Court reversed a State decision denying admission to an applicant on political grounds.

6. The passport bills, to authorize reinstatement of State Department regulations which permitted denial of passports on political grounds. The Supreme Court held that these regulations were not sanctioned by statute.

7. The Nelson bills, to reverse a decision of the Pennsylvania Supreme Court and the Supreme Court of the United States that Federal anti-subversive laws, by "preempting" the field of national security, invalidated State laws on the same subject. The Nelson decision has also evoked a general bill -- designated in successive Congresses as H.R. 3 -- specifying that in matters of overlapping Federal-State interest, the existence of a Federal law shall not preclude legislative action by the States unless the Federal law specifically asserts exclusive jurisdiction, or unless the two are in direct conflict. This would extend beyond re-validation of State anti-subversion laws; since it would apply to all Federal laws now on the books, it is impossible to foresee into what fields of interstate commerce, labor legislation, etc., it might invite States to legislate on matters heretofore preempted by Federal law. Its possibilities for mischief are yet unfathomed.

Opinions differ this year -- as they did last -- on the chances of passage of these bills. On the one hand, the turn of events in civil rights and civil liberties has done nothing to mollify the opposition of the "anti-Court" forces; if anything, the contrary is true. On the other hand, the elections of 1958 increased the liberal (presumably pro-Court) strength. H.R. 3 and bills to reverse Cole and Mallory passed the House last year by so wide a margin that even the additional liberal votes added by the 1958 elections would not have changed the result, unless the Democratic leadership threw its weight to the liberal side. The Senate votes being more evenly divided in 1958, the additional liberals might be enough to stop most of the anti-Court bills -- again, if the leadership was on the liberal side. It seems most likely that the anti-Court forces will try again.

Even if they do not pass, the fact that these bills are introduced, reported from the committee and seriously considered is itself significant. If the critics cannot reverse the courts, they can at least try to intimidate them. They can try to put the judges, and the Presidents who nominate them, and the nominees on notice that, in the future, nominations will be scrutinized for conformity to the prejudices of Senators who sit in judgment over confirmations. This is calculated to make Presidents cautious about "controversial" nominees, however well qualified, and to make prospective and aspiring judges cautious about holding "controversial" views and opinions. In both cases the independence of the judiciary will suffer.

-- Edward D. Hollander,
Americans for Democratic Action

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LOOKING BACKWARDS: TRENDS IN CRITICISM OF THE SCHOOLS

The year of 1958 in educational history will probably be recorded as one of a great upsweep in criticism of our schools. The NEA Defense Commission provides an information service about educational criticisms and attacks along with a number of other services in championing the use of the democratic process in meeting problems of ethics, tenure, academic freedom, citizenship and of school crises calling for formal investigations. The Defense Commission tries to distinguish between welcomed constructive criticisms and destructive criticisms with propaganda undercurrents.

The criticism of "improving quality does not necessarily take more money" becomes a "vote no" cry when a bond issue or educational bill is up for vote. Powerful national groups strongly opposed to Federal support for schools because they favor local or State control are found later to be working openly to defeat local and State fiscal support legislation for schools.

Accompanying the previous attack is a strong drive to cut back the school's instructional program to the "3R's," the "fundamentals" or "intellectual training." Many of these critics tend to belittle vocational, office and home arts training as "fads and frills." Fortunately for the United States, only Russia has announced a cut-back of educational programs, whereas Britain, followed by other countries, is implementing plans for a comprehensive American type of high school on a grand scale.

There is a steady effort to undermine much of the educational philosophy and psychology from James to Dewey. The critics want to look backward to something resembling faculty psychology and philosophical determinism in order to guide them in going forward in education. The critics seem to be saying train the intellect, and let the feelings, emotions, physique and manual skills develop through trial and errors of the world outside of school.

"Let's Close The Public Schools Now" is a pamphlet reviving the old slogans returning education to the private school. This drive of old groups labeling public schools as "socialistic," "anti-capitalistic," "egalitarian" or "monopolistic" has been joined by the segregation extremists. Fortunately, here moderate segregationists and other citizens have joined in a more popular movement to "keep the public schools open." Americans long ago have been convinced, without benefit of racists or propagandists, that our system of education has a place for both public and private schools.

Censorship of textbooks and instructional materials has reappeared in several communities. The new emphasis espouses forming local textbook review committees and labeling publications and authors as subversive, socialistic, or communistic, instead of the former practice of removing or destroying such publications.

Communism, socialism and subversion were last on a long list of criticisms and problems in a recent national survey of problems bothering schools and teachers. Other recent attacks have stirred up many of the old negative self-styled "patriots" who are re-issuing, revising or varying old publication topics with new titles to undermine confidence of the public or to revive the threats of dangers. One recent text by a very conservative "patriot" claimed to be the "first book to present the pros and cons of communism vs. democracy" for the youth of our land. At first acclaimed by the far-rightist press as an answer to alleged weak or subversive teaching in high schools, now others, further to the right, are condemning it for its favorable statements about communism. If you do not use this book, you are condemned; if you use it, you are condemned in <u>even</u> stronger language.

There is an increase of the number of groups and volume of literature advocating instruction in the free enterprise system and "common-sense" economics. Unfortunately most of these tend to work closely with or actually endorse taxpayer groups and low-government-expenditure advocates. They condemn themselves by wanting to tie the schools to a 1947, 1950 or 1955 dollar while their enterprises are usually free enough to operate on a 1958 dollar.

Anti-Labor, Anti-Education Groups Linked

There is a trend of these critics to form or strengthen coalitions of conservatives. For instance, "We the People" is attracting others to its 60-plus organizations. It is earning the reputation of being a super-coalition with a potent political action program by gaining the participation of three other extensive coalitions of over 150 organizations.

Another trend is to divide and conquer the various supporters of modern education. Definite efforts are detected in the literature to drive a wedge between professional educators and such allies as the PTA, organized labor, religious groups, and school board associations. The new line to split labor's support from education is to tell educators that labor's vote will hurt school legislation. The transparency of these and similar claims becomes ludicrous when one realizes that most groups promoting anti-labor movements usually also distribute destructive educational materials.

Of the 984 listings in the "First National Directory of Rightist Groups" nearly 500 were identified as school-destructive critics or attack groups. One group spent more money on lobbying in Washington, D. C., than any other association, corporation or individual. One powerful office with a four-person staff has influential contacts all the way from the White House and the most powerful business associations to most important newspapers and magazines. A number of the more influential groups have mailing lists of 5,000-30,000 and spend $30,000 to over $500,000 annually. Outside of this hard-core of roughly 150 groups, most others are seldom heard from and can be ignored. None were ever known to favor Federal support or aid for education. Yet very comprehensive Gallop Polls repeatedly show 66-80% of all kinds of people in all sections of the U. S. in favor of Federal support. In the last Congress the vote for Federal support was nearly two-thirds of each House. Faith in democracy is restored when we see felt educational needs and facts about our schools win out over paid propagandists and stacked statistics.

-- Edwin W. Davis,
NEA Defense Commission

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IMMIGRATION MEASURES INDICATE WIDE DISSATISFACTION WITH OLD QUOTA SYSTEM

The numerous immigration reform bills introduced in the new Congress are evidence of the continuing widespread dissatisfaction with the rigid restrictions of the existing law with its fixed quotas for each country. Chief among the proposals introduced in the new Congress is the Celler bill (patterned on the old Senator Lehman bill) which would junk the national-origins-quota system and make an individual's worth and our country's needs, rather than the immigrant's place of birth, the test of admission. Senator Humphrey has also introduced a bill which would provide for the pooling of unused quotas, and would also eliminate the racially discriminatory Asiatic-Pacific triangle blood test.

In his State of Union message to Congress, President Eisenhower made no mention of immigration, and referred to it only briefly in his budget message.

At a press conference announcing the publication of a booklet entitled, "A Nation of Immigrants," written by Senator Kennedy for the Anti-Defamation League of B'nai B'rith, Kennedy announced a seven-point program for revision of our immigration laws. He added that he had discussed the plan with Congressman Walter with a view to introducing companion bills. The principal features of the Kennedy plan, which is not yet written into bill form, is the proposal that immigration be based on blood relationships with American citizens and resident aliens rather than the present national-origins-quota system. The number to be admitted, Kennedy said, had not yet been determined, but would be somewhere between the present quota ceiling of 154,000, about half of which go unused annually, and 250,000. In addition, Kennedy said he was considering setting up a formula for the admission of non-relatives whose immigration to the United States would be desirable.

One of the hopeful signs in the immigration picture is the fact that some of the newer members of the House Judiciary Committee, like Congressman Lindsay (R-NY) and Toll (D-Pa), are vigorous advocates of liberalization of our immigration laws. In the Senate, Senator Keating, who sponsored the Administration's immigration reform proposal in the House, has replaced Senator Butler on the Senate Judiciary Committee and can be expected to continue his efforts to secure liberalization of our immigration laws.

-- David A. Brody,
Anti-Defamation League of B'nai B'rith

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"LOYALTY OATH" FOR STUDENTS
MEETS RISING CRITICISM

Bills have been introduced in both Houses of Congress to eliminate from the 1958 National Defense Education Act its controversial requirement that, in order to qualify for a loan or fellowship, a student must swear that he ". . does not believe in, and is not a member of and does not support any organization that believes in or teaches the overthrow of the United States Government by force or violence or by any illegal or unconstitutional methods."

In the Senate, S. 819, sponsored by Senators John F. Kennedy and Joseph S. Clark, is pending before the Labor and Public Welfare Committee; and in the House, five related bills (H. R. 284, by Rep. Frank Thompson, Jr.; H. R. 2437 by Rep. James Roosevelt; H. R. 2332 by Rep. Peter Frelinghuysen; H. R. 4038 by Rep. James C. Oliver; and H. R. 4066 by Rep. Edith Green) have been referred to the Education and Labor Committee's Subcommittee on Special Education, of which Rep. Carl Elliott of Alabama is chairman.

When he introduced his bill in late January, Senator Kennedy said that Congress had not given any consideration as to how the affidavit section of the Act would be policed, or to why students should be singled out for affirmation of their loyalty when nothing similar is required from those who receive old age, farm or other Federal benefits. The oath requirement, he added, might very well defeat the very purpose of the Act by excluding "the most inquiring minds," while it would not keep out actual Communists, who "would have no hesitancy about perjuring themselves."

The disclaimer affidavit, which was proposed by Senator Karl Mundt and accepted without much debate in last Summer's adjournment rush, is drawing increasing criticism from educators. Six schools have refused to accept money under the Act because of this provision -- Antioch, Bryn Mawr, Haverford, Princeton, Reed and Swarthmore. Others are accepting funds, but their officials are protesting the oath -- among them, Harvard, Yale, and the University of Wisconsin. HEW Secretary Arthur S. Flemming has also criticized it. Senator Mundt himself has been quoted by an aide as saying that he "would not oppose" its revision, though he would insist that there be retained some provision that would permit Federal funds to be withdrawn from students "who were found to be Communists ot subversives."

The American Association of University Professors has outlined its objections to the oath on three specific grounds: vagueness, in that the applicant is given no guidance as to the organizations meant, and no definition of the "support" he must disclaim; probable unconstitutionality; and the invidiousness of a requirement that carries with it inescapable and unwarranted derogatory implications for a whole class of persons and all its members. Stressing its particular concern with the application of the disclaimer to education, the AAUP said in a recent statement: "We are shocked and alarmed to find that students and teachers, when they are to receive funds, are placed in a special category and must enter a humiliating disclaimer. The Act seems to say to members of the education community, 'You are an important part of American life and you have an admitted real need, but let there be no mistake about the fact that you are a particularly suspect part of the population and will have to pass a special test that other citizens need not take.' This is a prejudgment of the teachers and students of America which we cannot believe the Congress intended to make."

-- Edward P. Snyder,
Friends Committee on National Legislation

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NOTES ABOUT ORGANIZATIONS AND PEOPLE

Charles A. Horsky, prominent Washington lawyer, has accepted the invitation of the Clearing House Administrative Committee to become one of its members-at-large. Mr. Horsky, a member of the firm of Covington and Burling, is president of the Washington Housing Association and chairman of the organizing committee of the recently-established National Capital Clearing House for Neighborhood Democracy, of which Oliver Popenoe is the acting secretary.

The Japanese American Citizens League has moved to its new office at 919 18th Street, N. W.

Mrs. Murry M. Schott is the new executive director of the American Association for the United Nations' office for the Washington area. A former newspaperwoman, Mrs. Schott has a background of work in civic groups and with inter-racial, intercultural groups overseas. The AAUN's annual conference will be held at the Statler here on March 9 and 10, with Chester Bowles, Mrs. Eleanor Roosevelt, and Sterling Cole among the speakers.

Wilmer Cooper, administrative secretary of the Friends Committee on National Legislation since 1952, leaves at the end of March for a new position at Earlham College in Richmond, Ind., where he will explore the possibility of establishing a Graduate School of Religion, under a grant from the Lilly Foundation.

The Unitarian Fellowship for Social Justice will hold its second National Workshop for Religious Liberals at All Soul's Church in Washington, March 8-11, with the Council of Liberal Churches - - Unitarian-Universalist, the Universalist Service Committee and the American Ethical Union cooperating. Among the features of the program will be an off-the-record journalists' session with Herblock of the Washington Post, Marquis Childs of the St. Louis Post-Dispatch, and Richard Strout of the Christian Science Monitor; and addresses by Senator Paul Douglas, Senator Harrison Williams, Congressman Henry Reuss, and Max Freedman of the Manchester Guardian.

The National Conference of Christians and Jews has announced the appointment of Dr. Leonard P. Aries as vice-president in charge of the Southeastern Division, effective March 15. He will also continue as director of the Commission on Labor-Management Organizations, and will serve as the NCCJ's national representative in the Capital. The Aries expect to move to Washington in early June.

Margery T. Ware is leaving the Washington Urban League, where she has been assistant executive secretary for several years, to become the executive officer of Neighbors, Inc., a group that will seek to improve conditions in changing neighborhoods in the District.

Miss Esther Stamats, who recently retired from her work as executive secretary of the Department of Christian Social Relations of the United Church Women, has joined the staff of the White House Conference on Aging. She is in charge of liaison with national organizations for the conference, which will be held in early 1961.

John Edelman's friends will honor him at a dinner at the Willard Hotel on Thursday, March 5 -- not for any particular occasion, but just because everybody who has known John in his almost 30 years as a lobbyist for good causes likes and admires him, and thinks it's high time he knew it. John has been the Washington representative of the Textile Workers Union of America for about 20 years.

The National Consumers League's new general secretary is Vera Waltman, who came to it from her former work on the staff of the Senate Subcommittee on Anti-Trust and Monopoly.

The American Nurses Association expects to complete this month a descriptive analysis of discriminatory practices in nursing, based on information obtained from public and private intergroups relations organizations, nurses' professional registries and counseling and placement service offices, and intended to help improve intergroup relations in the profession.

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MARCH 5, 1959

MISS MARY ALICE BALDINGER, DIRECTOR
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 MASSACHUSETTS AVENUE, N. W.
WASHINGTON 6, D. C.

GLAD TO HELP ON APRIL 17. FILL ME IN ON PLANS AT YOUR CONVENIENCE.

HAROLD C. FLEMING

CLASS OF SERVICE

This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION TELEGRAM

W. P. MARSHALL, PRESIDENT

1201

SYMBOLS

DL = Day Letter

NL = Night Letter

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HAROLD FLEMING, SOUTHERN REGIONAL COUNCIL=

63 AUBURN AVE NORTHEAST RN ATLA=

WILL YOU HELP WITH DISCUSSION AT OUR CONFERENCE SESSION FRIDAY MORNING APRIL 17TH? THEME WILL BE SCHOOL DESEGREGATION. PLEASE WIRE REPLY. REGARDS=

MARY ALICE BALDINGER=

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

GLAD TO HELP ON APRIL 17.
FILL ME IN ON PLANS AT
YOUR CONVENIENCE.

National Civil Liberties Clearing House

Done 3/23/59 File JC

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Executive Director
MARY ALICE BALDINGER

JC - Please handle. Suggest you include "Ec Effects" with our stamp, as well as other appropriate pieces. HCF

Mr. Harold Fleming
Southern Regional Council
63 Auburn Ave., N.E.
Atlanta, Georgia

Dear ~~Mr. Fleming:~~ Harold -

The Literature Committee for the eleventh annual conference of the National Civil Liberties Clearing House, to be held here on April 16 and 17, is currently arranging for distribution at the conference of key pieces of literature in the areas of civil rights, civil liberties, intellectual freedom, and international human rights.

We know that your organization has published some excellent materials, and we invite you to bring them to the attention of our conferees.

If you wish to accept this opportunity, we ask you to send us a maximum of 100 copies each of three pieces of cost-free literature which you consider to be timely, attractive, and closely related to the issues which the conference will be discussing.

We do not have the facilities for posters or displays, and we cannot undertake responsibility for materials for which a charge must be collected. However, if you have bibliographies of your publications, we will be glad to include them on our literature tables; in the past these have proved much in demand.

We ask that your materials be mailed so as to arrive on or before Friday, April 10, to:

The National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

We will welcome your cooperation, and we are glad to be of service in bringing your publications to the attention of the wide inter-organizational audience which the conference will offer.

Sincerely yours,

Irvin Lechliter

Irvin Lechliter
American Veterans Committee
Chairman, Conference Committee on Literature

Mary Alice Baldinger

Mary Alice Baldinger
Executive Director

March 19, 1959

20

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Willard ~~Nat. 8-4420~~

APRIL 13, 1959

1234

SHERATON-CARLTON HOTEL
WASHINGTON, D. C.

PLEASE RESERVE SINGLE ROOM FOR THE NIGHT OF THURSDAY, APRIL 16, FOR HAROLD C. FLEMING. CONFIRM RESERVATION BY WIRE COLLECT.

Me - 8-2624

MILDRED FLOWERS
SOUTHERN REGIONAL COUNCIL
63 AUBURN AVENUE, N.E.
ATLANTA, GEORGIA

April 14, 1959

Pull ltr. from Mary Alice Baldinger
Nat'l. Civil Liberties Clearing House
dtd. 3/26/59.

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Executive Director
MARY ALICE BALDINGER

RECEIVED APR 13 1959

April 8, 1959

Mr. Harold C. Fleming
Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Harold:

We are looking forward to having you with us at the eleventh annual National Civil Liberties Clearing House conference.

It will be helpful if the program people for the session in which you will be participating can get together a little before the meeting starts.

Will you join the others in the Sheraton-Carlton's North Lounge at 9:25 o'clock on Friday morning, April 17?

If you will stop at the conference registration desk in the hotel lobby, one of the members of our committee will take you to the meeting-room.

I shall look forward to seeing you there.

With best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

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April 1, 1959

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

Thanks for your further word on the conference program. I am deeply impressed by the modest assignment the program committee has devised for the consultants. What is everybody else going to do?

I'm looking forward to seeing you.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf

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Executive Director
MARY ALICE BALDINGER

March 26, 1959.

Mr. Harold C. Fleming,
Executive Director,
Southern Regional Council,
63 Auburn Avenue, N. E.,
Atlanta 3, Ga.

Dear Harold:

By now you will have had our conference program through your regular Clearing House mailing; but I wanted to send you these few extra copies for your files.

Have you been wondering just what you'll be expected to do as a consultant on the 17th?

We now have a little memo from the Program Committee on this.

They ask that the consultants "open the discussion by briefly adding their own comments on any points they think have been omitted or should be added; point up what they think are the most important and provocative things the speakers have said; lead off the question-and-answer period with their own questions; accept questions from the floor themselves or add whatever they want to to the replies of others; and keep the floor discussion flowing and ~~xxxxxxx~~ channeled in productive directions."

How's that?

I think we're going to have a good conference and I'm awfully glad that you are going to be a part of it.

All the best,

Sincerely,

Mary Alice

Mary Alice Baldinger.

National Civil Liberties Clearing House

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(United Automobile Workers of America)
JULIA C. THOMPSON
(American Nurses Association)
ALAN BARTH
ELEANOR BONTECOU
CHARLES A. HORSKY

•

Executive Director
MARY ALICE BALDINGER

Mr. Harold C. Fleming
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear ~~Friend:~~ Harold—

Thank you for your registration for the eleventh annual National Civil Liberties Clearing House Conference, to be held at the Hotel Sherator Carlton here on Thursday and Friday, April 16 and 17. We are grateful for your helpfulness in registering in advance.

Your reservations have been noted, and your tickets will be waiting for you at the registration desk at the Conference.

Looking forward to having you with us.

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

March 18, 1959

Dear Friend:

We cordially invite you to attend the eleventh annual National Civil Liberties Clearing House conference on civil rights and liberties, at the Hotel Sheraton Carlton in Washington, on Thursday and Friday, April 16 and 17.

The aim of the conference this year is to pinpoint the crucial factors in the desegregation issue; to bring out at first hand the lessons that responsible governmental and civic leaders are learning through their own experience in combatting discrimination; and to look to the future as today's problems lead into tomorrow's hard work.

The meetings will be plenary throughout, in order to allow full opportunity for participation by all of the conferees.

A copy of the program is enclosed, with a registration form. We hope that you will plan to attend, and we shall look forward to welcoming you and to having the benefit of your organization's experiences and views on these problems that so deeply affect us all.

Sincerely yours,

Fred S. Buschmeyer

Dr. Fred S. Buschmeyer, General Director
Washington Office, National Council of Churches

Thomas E. Harris

Thomas E. Harris, Associate General Counsel
AFL-CIO

Co-Chairmen, Conference
Program Committee

P.S. If you would like the Clearing House to invite any of your organization's locals or affiliates, will you send their names and addresses to the office?

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

eleventh annual conference

April 16 and 17, 1959
Hotel Sheraton Carlton
Washington, D. C.

Program

The Carlton Room

Thursday, April 16

1:00 p.m. *Registration desks open*

Opening session

2:00 p.m. Call to order . . . . . HERMAN EDELSBERG, *Chairman, National Civil Liberties Clearing House; Director, Washington Office, Anti-Defamation League of B'nai B'rith*

SEGREGATION TODAY—NORTH AND SOUTH

Chairman: MIKE M. MASAOKA, *Washington Representative, Japanese American Citizens League*

MARION A. WRIGHT, *Vice President, The Southern Regional Council*

DR. ALFRED J. MARROW, *Chairman, New York City Commission on Intergroup Relations*

WHO ARE THE MODERATES?

ROY WILKINS, *Executive Secretary, National Association for the Advancement of Colored People*

Consultants: PATRICK MURPHY MALIN, *Executive Director, American Civil Liberties Union*

FRANCIS C. SHANE, *Executive Secretary, Commission on Civil Rights, United Steelworkers of America*

Conference Discussion

6:30 p.m. *Registration opens*

7:00 p.m. Dinner Meeting . . . . . MR. EDELSBERG, *presiding*

GOVERNMENT AND CIVIL RIGHTS

LAWRENCE E. WALSH, *U. S. Deputy Attorney General*

OUR FREEDOMS, OUR RIGHTS, AND OUR FUTURE

SENATOR JOHN F. KENNEDY

Conference Discussion

COMMITTEES FOR

Chairman . . . . . Herman Edelsberg

Co-Chairmen for the Conference . . . . . Dr. Fred S. Buschmeyer and Thomas E. Harris

Arrangements . . . . . Rosaline Fisher, *chairman;* Grace S. Jones, Olinda Roettger

Attendance . Elizabeth Herring, *chairman;* Elizabeth B. Coleman, Dr. Albert E. Croft, Benjamin D. Segal

Conference Report . . .
David A. Brody, *chairman;* Violet M. Gunther, Moe Hoffman, Tad Masaoka, Kenneth Meiklejohn, Sterling Tucker

Hospitality . . .
Julia Thompson, *chairman;* Elsie Austin, Germaine Krettek, Ruth Streeter, Denise Tourover, Martha Wildhack

Friday, April 17

9:00 a.m. *Registration*

9:30 a.m. DESEGREGATION WITHOUT DISINTEGRATION

Chairman . . . . . EDWARD D. HOLLANDER, *Executive Director, Americans for Democratic Action*

WHEN SCHOOLS DISINTEGRATE . . . . . THE REV. JAMES C. BREWER, *President, Norfolk, Va., Committee for Public Schools*

GOOD WILL AND PUBLIC POLICY . . . . . DR. HERMAN H. LONG, *Director, Race Relations Department, Congregational Christian Churches*

THE DAY NOTHING HAPPENED . . . . . DAVID L. KRUPSAW, *Chairman, Arlington, Va., County Board*

PROGRESS TAKES BOLDNESS . . . . . WALTER N. TOBRINER, *President, District of Columbia Board of Education*

Consultants: HAROLD C. FLEMING, *Executive Director, Southern Regional Council*

ALEXANDER F. MILLER, *Director, Community Service Division, Anti-Defamation League of B'nai B'rith*

Conference Discussion

12:15 p.m. Luncheon Meeting . . . . . Chairman, DR. FRED S. BUSCHMEYER, *General Director, Washington Office, National Council of Churches*

CONGRESS AND CIVIL RIGHTS

SENATOR HUGH SCOTT SENATOR FRANK E. MOSS

Conference Discussion

2:30 p.m. INDIVIDUAL LIBERTY, NATIONAL SECURITY, AND THE COURTS

Chairman: THOMAS E. HARRIS, *Associate General Counsel, AFL-CIO*
REPRESENTATIVE FRANK THOMPSON, JR.
REPRESENTATIVE JOHN V. LINDSAY

Consultants: JOSEPH L. RAUH, JR., *Washington Counsel, United Automobile Workers of America; Vice Chairman, ADA*

WILL MASLOW, *General Counsel, American Jewish Congress*

Conference Discussion

THE CONFERENCE

Literature . . .
Irvin Lechliter, *chairman;* Dr. Edwin W. Davis, Frances Neely, Florence Schott, William L. Taylor

Press . . . . . Olya Margolin, *chairman;* William Korey, Russell Bradley, Martha Mills

Program . . .
Dr. Buschmeyer, Mr. Harris; Sanford Bolz, Irving Ferman, Edward D. Hollander, Clarence Mitchell, Irma Piepho, Dr. Robert E. Van Deusen

Registration and Information . . . . . Priscilla Grissett, *chairman;* Eva Sofer, Edna Strauss

Executive Director . . . . . Mary Alice Baldinger

(Flowers by courtesy of FLOWERS, Inc.)

Agencies which were registered as having representatives or observers at the National Civil Liberties Clearing House Conference in 1958 included:

American Association for the United Nations
American Association of University Professors
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Ethical Union
American Federation of Labor—Congress of Industrial Organizations
American Federation of State, County & Municipal Employees, AFL-CIO
American Friends Service Committee
American Humanist Association
American Jewish Committee
American Jewish Congress
American Library Association
American National Red Cross
American Newspaper Guild, AFL-CIO
American Nurses Association
American Veterans Committee, Inc.
A. M. E. Zion Church, Department of Social Education
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Association on American Indian Affairs
Atlantic Union Committee
Baptist Joint Committee on Public Affairs
B'nai B'rith Women
B'nai B'rith
Central Conference of American Rabbis
Common Council for American Unity
Communications Workers of America, AFL-CIO
Community Council for Social Progress
Cooperative League of the U. S. A.
Council of Churches, National Capital Area
Council of Liberal Churches, Universalist-Unitarian
Democratic National Committee
Disciples of Christ, Department of Social Welfare
Engineers and Scientists of America
Episcopal Diocese of Virginia
Evangelical and Reformed Church, Committee on Christian Social Action
Friends Committee on National Legislation
Friends Committee on Race Relations
Fund for the Republic, Inc.
General Alliance of Unitarian Women
Governmental Affairs Institute
Greater Washington Central Labor Union, AFL-CIO
Hadassah
Howard University
Industrial Union Department, AFL-CIO
International Association of Machinists, AFL-CIO
International Affairs Seminar
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Japanese American Citizens League
Jewish Community Council of Greater Washington
Jewish Labor Committee
Jewish War Veterans of the U. S. A.
League of Women Voters of the U. S.
Library of Congress
Lutheran Church—Missouri Synod, Department of Public Relations
Lutheran Human Relations Association of America
Methodist Church, Women's Division
National Association for the Advancement of Colored People
National Association of Social Workers
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council on Agricultural Life and Labor
National Council of Catholic Men
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association, Defense Department Department of Classroom Teachers
National Farmers Union
National Housing Conference
National Jewish Welfare Board
National Lutheran Council
National Sharecroppers Fund
Presbyterian Church in the U. S. A. Department of Social Education
Presbyterian Church, U. S., Division of Christian Relations
President's Committee on Government Contracts
President's Committee on Employment Policy
Religion and Labor Foundation, Inc.
Senate Subcommittee on Constitutional Rights
Students for Democratic Action
Textile Workers Union of America, AFL-CIO
Trade Union Program on Civil Liberties and Rights
Unitarian Fellowship for Social Justice
United Automobile, Aircraft & Agricultural Implement Workers of America, AFL-CIO
United Christian Missionary Society
United Church of Christ, Council for Christian Social Action
United Church Women
U. S. Department of Defense
U. S. Department of Justice, Civil Rights Division
U. S. Department of Labor, Exchange of Persons Program
U. S. Department of State, Office of Public Affairs
U. S. Veterans Administration
United Steelworkers of America, AFL-CIO
Washington Ethical Society
Washington Fellowship
Washington Home Rule Committee
Women's Alliance of All Souls Church, Unitarian
Women's International League for Peace and Freedom
Y. M. C. A., National Council
Y. W. C. A., National Board

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W. Washington 6, D. C. Dupont 7-6300

The

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NATIONAL CIVIL LIBERTIES CLEARING HOUSE

ELEVENTH ANNUAL CONFERENCE

RECEIVED OCT 14 1959

Proceedings

I. Segregation Today – North and South

II. Government and Civil Rights:
Our Freedoms, Our Rights and Our Future

III. Desegregation without Disintegration

IV. Congress and Civil Rights

V. Individual Liberty, National Security, and the Courts

April 16 and 17, 1959

Washington, D.C.

Civil Liberties Bulletin No. 58

THE WHITE HOUSE

Washington

April 15, 1959

Dear Mr. Edelsberg:

It is a pleasure to send greetings to those attending the eleventh annual conference of the National Civil Liberties Clearing House.

This gathering is a symbol of democratic processes at work across the land. It shows that Americans are deeply concerned with the rights of their fellow citizens. We hope and intend to make, through orderly means, our system of liberty ever more perfect. Such efforts are of highest benefit to the national interest -- and to the strength of the free world.

I am delighted to add my best wishes for a fine conference.

DWIGHT D. EISENHOWER

Mr. Herman Edelsberg,
Chairman,
National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N.W.,
Washington 6, D. C.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Eleventh Annual Conference

April 16 and 17, 1959 Hotel Sheraton Carlton, Washington, D.C.

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SEGREGATION TODAY -- NORTH AND SOUTH

Speakers : Marion A. Wright, Vice President, The Southern Regional Council
Dr. Alfred J. Marrow, Chairman, New York City Commission on Intergroup Relations
Roy Wilkins, Executive Secretary, National Association for the Advancement of Colored People

Consultants : Patrick Murphy Malin, Executive Director, American Civil Liberties Union
Francis C. Shane, Executive Secretary, Commission on Civil Rights, United Steelworkers of America

Chairman : Mike M. Masaoka, Washington Representative, Japanese American Citizens League

Reporter : Moe Hoffman, Washington Representative, National Jewish Welfare Board

In opening the eleventh annual conference of the National Civil Liberties Clearing House, its chairman, Herman Edelsberg, Washington representative of the Anti-Defamation League of B'nai B'rith, said: "Last year on the occasion of our 10th anniversary, the Washington Post saw fit to congratulate us on 'a decade of significant accomplishment' and to salute us as a 'sentinel of freedom'. We hope this conference will justify their confidence.

"Over a hundred national organizations are represented here today to take a searching look at the complex issues of civil rights and civil liberties. Our speakers and our participants are leaders of organizations and men and women whose wide and expert learning is informed with deep conviction and tested by hard experience and successful accomplishment.

"The last decade has been marked by great progress in the area of civil rights, a progress unmatched in any previous decade in American history since the Civil War. We hope to see here how that progress was achieved, where we stand in 1959, and how further advances can be made."

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One of the most oft-repeated arguments made by segregationists is that those who live outside the South should leave the South alone to solve its own problems. Marion A. Wright, vice president of the Southern Regional Council and a leading Southern liberal, declared that this statement mistakenly presupposes that the nation as a whole has no stake in the solution.

The question of desegregation of Southern schools, said Wright, is truly a national issue, not a local one. For this, he gave four basic reasons: First, the cruelty of a system that "shouts at the segregated Negro child in words and more eloquent deeds that he is 'unfit, unworthy, despised and rejected'," and that ignores the fact that the children who knock upon barred school doors are citizens, not of a State alone, but of the United States. Secondly, resistance to law and the breakdown of law and order anywhere in the United States is a concern to the entire nation.

Thirdly, official state-sponsored schemes to evade the law and thwart court decrees bring about a decay of public morals - - clearly a matter of national interest and concern. And finally, "McCarthyism is erupting in the South. . . In a deliberate and callous effort to stifle dissent, to throttle opposition, to penalize the exercise of thought and speech, men and women and organizations who have committed just one offense -- they have expressed their belief in observing the law -- are being crucified." No American can view such tyranny with indifference; these practices present a national peril.

Having met defeat on most legal fronts, Mr. Wright said, the segregationists are turning to the forum of public opinion, in the North, East and West, in a movement that is "well organized and well financed" and that seeks to "subvert the public opinion of the rest of the nation to the segregationist view," although this is referred to as "education in states' rights, limitation of judicial power, and other euphonious terms." What is actually involved is "a challenge to the national authority, to the Constitution itself."

"What, then, shall you do?" Mr. Wright asked. "First, resist and counter the soft seductions of the segregationist. On every occasion expose the fallacy of the argument that what happens to Negro children in a few Southern states is none of your business.

"Prove your sincerity by fighting discrimination in your own communities. . . . The Negro ghettoes of your cities, the attitudes of some of your hotels and amusement places, and your occasional Northern racial clashes do a great disservice to the desegregation cause in the South. So your crusade must be divested of any geographical implications, of any holier-than-thou attitudes.

"Help to marshal the full strength of the nation in support of the courts. The beguiling plea for a breathing spell, or a respite from affirmative action, which comes occasionally from respectable sources, must be rejected, because there is not a scintilla of evidence that such respites would be used to get on with the business of integrating the schools. Rather, the evidence is overwhelmingly to the effect that the time would be employed to gain Northern public and Congressional support.

"Finally, remember that the white Southern liberal fights your battle as well as his own. He does so in spite of powerful pressures from state and community, quite often -- and this is his personal tragedy -- at the cost of family division and loss of friends. He is apt to be a lonely figure. Give him at all times the consciousness that, in those areas not so stirred by the passions of the moment, he has understanding and sympathy."

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An equally oft heard argument is that "you can't legislate morality" and "laws don't change prejudices." Dr. Alfred J. Marrow, Chairman of the New York City Commission on Intergroup Relations, stated that the experience of the New York City Commission has demonstrated "first and foremost....anti-discriminatory laws are workable and in fact irreplaceable as a device to advance our program of equal opportunity for all." Anti-discrimination legislation "has fixed higher moral and civic standards and helped us to attain them."

The Commission's experience has proved that a combination of public policy, law and an effective administrative agency can eliminate many discriminatory practices. In its program to eliminate community prejudices, the Commission has found that a neighborhood's problems cannot be solved without the active participation of the people who live and work in it. "We have learned that even biased members of a community will change their approach and attitude as they participate with others in a joint effort to improve their neighborhood."

Finally the Commission has also found that programs to improve intergroup relations cannot be developed without the benefit of technical and professional assistance. The findings of social scientists concerning the nature and causes of intergroup tensions and the methods by which these tensions may be released are invaluable guides.

Who Are The Moderates?

It is frequently said that the problem of school desegregation should be left to the "moderates." But who is a moderate? Roy Wilkins, Executive Secretary of the NAACP, points out that when moderate men seek to avoid conflict and chaos they go to the courts -- the time-honored judges of disputes. "The first mark of a moderate [therefore] must be a conviction that the Constitution as interpreted by the Supreme Court is the law and must be obeyed." The moderate must also be willing to explore ways and means of complying with the court's rulings.

Since the rights of citizens of the United States are at stake, when those rights are being flagrantly violated, the moderate is one who also invokes the federal power and seeks Congressional legislation to protect these rights. The moderates are those like the NAACP attorney in Virginia who concluded an agreement with the attorney for the City of Charlottesville, Va. on a school desegregation plan, saying in effect, "This is not completely as we would want it but the city is proceeding on a sound plan in good faith and Negro citizens will cooperate."

While the true moderates have been smothered under a blanket of social, political and economic pressures, they are slowly beginning to emerge in the South, and insist on respect for law.

In the same connection, Dr. Herman H. Long of the Race Relations Department, Board of Home Missions, Congregational Christian Churches, referred to the propaganda campaign currently being waged in the name of "moderation" which is aimed at retarding and defeating the desegregation process. This propaganda attributes our present racial difficulties to the NAACP leadership and it would have the Negro abate his efforts to achieve full civil rights and agree instead to a "cooling off period" in the hope that "reasonable" and "wise" men will eventually assert themselves. While the importance of good will cannot, of course, be minimized, it must not be purchased or achieved at the expense of a continuing denial of individual rights.

GOVERNMENT AND CIVIL RIGHTS: OUR FREEDOMS, OUR RIGHTS AND OUR FUTURE

Chairman : Herman Edelsberg, Director of the Washington Office of the Anti-Defamation League of B'nai B'rith and Chairman of the Clearing House

Speakers : Senator John F. Kennedy of Massachusetts
Lawrence E. Walsh, U. S. Deputy Attorney General

Reporter : Tad Masaoka, Japanese American Citizens League

How best to safeguard and advance our constitutional rights and freedom in face of the Communist menance was the theme of an address by Senator John F. Kennedy (D-Mass). Would the American people today ratify the Constitution and adopt the Bill of Rights? Or have the dangers of external attack and internal subversion promoted by a foe more sinister than any our Founding Fathers knew so altered our world and our beliefs as to make these fundamental truths no longer applicable?

There are some who insist that individual rights must yield to the interests of national security, that there is a conflict between the two. Freedom and security, however, said Senator Kennedy, are opposite sides of the same coin, and the free expression of ideas is not more expendable, but far more essential in a period of challenge and crisis.

If we are to survive as a free nation we must keep our minds open to criticism and new ideas. It is this freedom which is the source of our inner strength, and it is in their lack of it, that the Communists will find the seed of their own destruction. The question which will have to be decided within the next decade is whether a free society can meet the single-minded advance of the Communist system. Senator Kennedy is confident that we can because there is no real conflict between freedom and security. Through centuries of crises, the American tradition has demonstrated, on the contrary, that freedom is the ally of security.

While in the last decade we have made tremendous strides in reasserting the principles of freedom that are the foundations of our democracy, we have also suffered some setbacks. There is still for example, the unworkable non-Communist affidavit requirement of the Taft-Hartley Act and the Congress has now been asked to achieve "a balance of ridicule" by applying it to employers as well as to union officials. Last year, too, Congress included a loyalty oath provision in the National Defense Education Act which would deny high school students scholarship loans unless they execute loyalty affidavits. There are still other inroads on our freedoms - new expansions instead of limitations on wire tapping; and a man can still be deported, denied a passport, and fired from the Government without the elementary safeguards of due process -- fair hearing, notice, the right to face accusers, etc. There is still much to be done, therefore if we are to achieve the freedom which is our heritage. "If we are to be the land of the free, then we must also be the home of the brave."

The obligation and responsibility of the Executive Branch of the Federal Government in securing equality of opportunity for all its citizens was discussed by Lawrence E. Walsh, Deputy Attorney General of the United States. The critical civil rights issue today of course is that of public school desegregation. While

the news has not all been good, neither has it all been bad. One year after the May 17, 1954 decision, 140 school districts desegregated their classrooms. At the beginning of the 1958 school year the number had increased to 790. Within the last year the exponents of massive resistance in Virginia and elsewhere have received several significant setbacks and the voices of the moderates are gradually beginng to be heard. The slow steady march of progress will continue, Mr. Walsh predicted, more strongly than before.

There is a growing realization in the South today that an accommodation must ultimately be made to the Supreme Court decision. More and more the people affected are showing their acceptance of the principle that they must respect the lawfully determined rights of others. This change in attitude would seem to justify the Administration's policy of leaving to individual plaintiffs the job of bringing about compliance with the Supreme Court school desegregation decision. The Justice Department has only intervened where there have been disorders or threats of force. Thus it intervened in Hoxie, Arkansas where a mob tried to obstruct and prevent a school board from operating its schools on an integrated basis and again in Little Rock where a threat to the supremacy of the federal courts was involved. This policy of non-interference is one which was adopted after long deliberation and not without thorough consideration being given to the arguments of those who would have the government bring such suits on its own initiative. It was felt that in the present climate Federal intervention might prejudice rather than help bring about a reasonable solution. The issue would no longer be one between the individual plaintiff and the local school board but one between the school board and the federal government, and local sympathy would be on the side of the school board.

Finally Walsh said, the task of achieving compliance with the Supreme Court decision is one which calls for wisdom, understanding and determination. With this in mind the Administration has submitted to Congress a set of legislative proposals which are moderate and workable. One proposal would make it a crime for anyone to use force or threats of force to interfere with or obstruct any federal court order in school desegregation cases. This bill would enable the federal government to act promptly and effectively and avoid such tragedies as Little Rock, where force was used to frustrate a federal court order and the judicially determined rights of individual citizens. Another proposal would extend federal financial and technical assistance to school districts which may be faced with serious financial and educational problems in integrating their existing school systems. These proposals, the Administration believes will if adopted, do much to accelerate an attitude of acceptance of the Court's decision and provide the most effective means to insure greater progress in this difficult area.

In answer to a question, Senator Kennedy stated he agreed that ideally it would be preferable to have no Federal intervention. At the same time, however the burden of enforcing the school desegregation decision should not be left entirely to individual litigants -- the Federal Government should have authority to initiate such suits. For that reason Senator Kennedy said, he favored legislation such as Part III, which would confer that authority on the Attorney General.

DESEGREGATION WITHOUT DISINTEGRATION

Speakers : The Rev. James C. Brewer, President of the Norfolk, Va., Committee for Public Schools
Dr. Herman H. Long, Director, Race Relations Department, Congregational Christian Churches
David L. Krupsaw, Chairman of the Arlington, Va., County Board
Walter N. Tobriner, President of the District of Columbia Board of Education

Consultants : Harold C. Fleming, Executive Director, Southern Regional Council
Alexander F. Miller, Director, Community Service Division, Anti-Defamation League of B'nai B'rith

Chairman : Edward D. Hollander, Executive Director, Americans for Democratic Action

Reporter : David A. Brody, Anti-Defamation League of B'nai B'rith

How two cities desegregated their school systems -- and the lessons they hold for communities which must yet take the step toward desegregation -- was related by Walter N. Tobriner, President of the District of Columbia Board of Education, and David L. Krupsaw, Chairman of the Arlington (Va.) County Board. Both emphasized that desegregation can be achieved successfully and with dignity if public officials act firmly and are determined that disorder will not be tolerated.

Three peculiarly local factors, in Mr. Tobriner's opinion, contributed to the relative ease of transition to an integrated school system in Washington: (1) The fact that racial barriers had already started to crumble in the nation's capital, e.g., in government employment, in professional societies, in public amusement and in housing; (2) the publicly expressed determination of President Eisenhower that integration in the District be a model for the nation; and (3) the fact that desegregation could not be made a political issue since the District of Columbia is governed by appointed rather than elected officials. However, what made the transition more difficult than in any other city of comparable size in the country was the tremendous number of Negroes in the District -- over 60% of the school population at the time of integration was colored.

While the experience of each city is unique, nevertheless, there are several factors which contributed to the successful school changeover in the District of Columbia which have more than local significance. First was the promptness with which the Board of Education and the Superintendent of Schools acted immediately after the Supreme Court decision. It announced that integration was to take place at the opening of school the following fall, and presented a detailed plan for desegregation rather than a mere generalized outline. Parents knew well in advance of school opening what the plan was, and they knew too that the Board of Education would act to carry out the plan.

Promptness of course is no longer possible in those States which have thus far resisted integration. The other factors however which made Washington desegregation a success -- firmness, certainty and effective police support -- may spell the difference for other communities between disorder and bloodshed on the one hand and peaceful desegregation on the other. If the experience of Washington is to be helpful, Mr. Tobriner concluded, school boards in communities which have not yet desegregated must come up with a definite and positive policy, establish

a fixed timetable for successive steps and, most of all, the local police must help with their undivided support.

The chief reason why school desegregation was accomplished in Arlington without incident is the fact that the authorities made it clear that disturbances would not be tolerated. "The Arlington experience," Krupsaw said, "demonstrates conclusively that no disorders occur where public officials are honestly determined that there will be no breach of the peace."

The smooth transition to a desegregated school system was the result, however, of much more than just police planning. Conferences were held by white and Negro parents; workshops were held for the youngsters to prepare them for the emotional adjustment involved in the transfer to the white schools; volunteer white teachers worked as tutors; white parents arranged for the Negro children to meet some of the white children so that the Negro students would see a few familiar faces on the first day of school; student guides were assigned to help the newcomers through the hallways to the various classes; the principal of the heretofore all-white school talked to the student body telling them what would be expected of them and the Superintendent of Schools made it clear that any student creating a disturbance would be automatically suspended and would be re-admitted only after a conference with his parents.

Most Virginians, said Mr. Krupsaw, do not welcome integration, but more important, responsible Virginians and Arlingtonians wanted no Little Rock. Both the Governor of Virginia and Arlington officials made it clear that they were determined to keep peace and order. That determination spelled the difference between Little Rock and Arlington.

On February 2, 1959, six of Norfolk's secondary schools which had been closed since September under Virginia's massive resistance laws reopened under court order on an integrated basis. Why did Norfolk's citizens permit its schools to be closed? What happens to a community when schools are shut down?

Rev. James Brewer, Chairman of the Norfolk Committee for Public Schools and a leading Unitarian minister, declared that apathy was the single most important factor which led to the school closings in Norfolk. The great body of moderate citizens (who finally decided that public schools are an economic and educational necessity) simply did not at first offer their leadership. They refused to help saying "we are with you but if I am in the forefront it might hurt my organization or business. Come back when you have other community leaders and I'll be glad to help or join." Social pressures were also brought to prevent people who might otherwise be disposed to join in a movement to keep the schools open, from becoming too concerned or involved.

Few people also seemed to realize that under Virginia's massive resistance laws, Norfolk schools could be closed if an attempt was made to open them on a desegregated basis. Finally, there was the "it can't happen here" attitude -- somehow "someone" would prevent the schools from closing. But the schools did close and they remained closed for one whole semester.

During this five month period, 10,000 children were locked out of school. Less than 4,500 went to makeshift tutoring groups which met in private homes and in some church buildings. 1,600 transferred to other schools -- some nearby but most to schools located from Connecticut to California. Most of these students have not returned. 1,000 transferred to schools in South Norfolk where classes were held from four to nine p.m. However, for about 2,500 to 3,000 children, there was no school.

School closing disrupted family life; homes were broken. There was the strain of an additional financial burden to provide tuition for children to attend school elsewhere. Teachers looked for jobs elsewhere and business was affected. Industry questioned the wisdom of locating in a city and a state where there would be no public schools.

While the massive resistance laws have been declared unconstitutional, the forces of massive resistance are still far from dead. The extremists are still out to destroy Virginia's public schools. Gov. Almond has declared that public education must be saved in Virginia and has called upon Virginians to join him in the fight to save the schools. Only if the great body of moderate citizens show their determination not to abandon the public schools will public education in Virginia and elsewhere in the South be saved.

CONGRESS AND CIVIL RIGHTS

Speakers : Senator Hugh Scott of Pennsylvania
Senator Frank E. Moss of Utah

Chairman : Dr. Fred S. Buschmeyer, General Director, Washington Office, National Council of Churches

Reporter : Sterling Tucker, Director, Washington Urban League

The role of Congress in encouraging respect for and observance of constitutional rights was discussed by Senator Hugh Scott (R-Pa) and Senator Frank E. Moss (D-Utah). Senator Scott felt that the Administration erred in not asking Congress as it did in 1956 and again in 1957, for authority to bring civil injunction suits to prevent violations of civil rights, including the right to desegregated schooling.

Giving the U.S. Attorney General the power to seek relief in the courts to prevent violations of civil rights, Scott declared, is preferable to having to rely on criminal prosecutions which can be brought only after the violation is committed and the harm is done. Part III of what subsequently became the Civil Rights Act of 1957 conferred such authority on the Attorney General as it passed the House of Representatives; but the Senate deleted that provision from the bill. As finally passed the bill restricted the authority of the Attorney General to bring such injunction suits to cases involving violations of voting rights.

Part III, said Scott would be a useful legal weapon in bringing about orderly compliance with the school desegregation decision. It would throw the weight of Congress behind that decision and would manifest the determination of Congress that the law be obeyed. It would not leave entirely to private litigants the job of enforcing their constitutional right to desegregated schooling.

Senator Moss pointed to the use of the filibuster in the Senate to kill civil rights bills, and stressed that as a practical matter whatever is done by Congress on civil rights depends on what is satisfactory to the Senate. The civil rights proposals which enjoy the widest support and therefore stand the best chance of being enacted are: (1) the bill to extend the life of the Civil Rights Commission; (2) the anti-dynamiting bills and (3) the bill to strengthen the Attorney General's hand in voting rights cases by requiring state officials to preserve voting records and giving the federal government access to them.

Part III, which he favors does not, regrettably, enjoy the same widespread support. The question, therefore, said Senator Moss, is whether we should strive for legislation that we know will not pass or whether we should seek only legislation that is attainable.

Acknowledging that "our ultimate purpose always must be to end discrimination as rapidly as possible," Moss said that perhaps this year we should try to pass only those items for which we have the votes and lay the groundwork for more comprehensive legislation in the future. To move forward even though slightly, advances the cause of civil rights.

INDIVIDUAL LIBERTY, NATIONAL SECURITY AND THE COURTS

Speakers : Representative Frank Thompson, Jr., of New Jersey
Representative John V. Lindsay of New York

Consultants : Will Maslow, General Counsel, American Jewish Congress
Joseph L. Rauh, Jr., Washington Counsel, United Automobile Workers of America, and Vice Chairman, Americans for Democratic Action

Chairman : Thomas E. Harris, Associate General Counsel, AFL-CIO

Reporter : William L. Taylor, Americans for Democratic Action

A major objective of the die-hard segregationists has been to discredit the Supreme Court and thus to undermine the authority of the school desegregation decision. In this effort they have been joined by those who have sought to pin a "sofet on communism" label on the Court because of its decisions upholding the constitutional rights of defendants in internal security cases.

Congressmen Frank Thompson (D-NJ) and John Lindsay (R-NY) both pointed out that there never has been a period in its history when the Court has not been under attack, and the present Court should be no more immune from legitimate criticism than any of its predecessors. But there is a difference between responsible informed criticism and the sweeping broadside attacks on the institution itself and the character and purposes of the Justices which emanate from the segregationists.

Three groups of Court decisions have given rise to these attacks: First, the 1954 ruling in the school segregation cases for which the most vehement abuse has been reserved; second, those decisions in the area of national security in which the Court has safeguarded individual rights and liberties; and third, those in which the Court has upheld the procedural rights of the accused to a fair trial.

Critics of the Court allege that the Court has shown an insufficient regard for precedent in order to give play to its predilections. This argument assumes that the earlier Court rendered its decision in strict accordance with "the law" while the over-ruling Court acted on the basis of its own personal desires. But this is not so. While the Court adheres to precedent it has always responded, as it must, to the moral and social currents of its day. While precedent and certainty are of value in the judicial process, these critics would have the Court slavishly follow precedent rather than make the law an effective instrument capable of meeting the needs of the twentieth century.

The report of the Conference of Chief Justices was a wholesale assault on the Court, covering 25 years of court decisions, with criticism extending even to the upholding of social security under the general welfare clause of the Constitution. The report exhibited the very lack of restraint which it attributed to the Court. Congressman Lindsay pointed out that the Court in its decisions has shown a degree of restraint far more than is generally recognized.

Critics also contend that the Court has usurped legislative functions but this ignores the traditional role of the Court which must interpret and give content to the broad concepts of "due process of law" and "the equal protection of the laws" embodied in the Constitution. Frequently, too, Congress will legislate in broad terms leaving to the Court the job of applying the general law to concrete situations.

Finally, critics say that the Justices are unqualified because of their lack of prior judicial experience. They would require at least five years experience on the bench as a prerequisite to nomination to the Supreme Court. But this peculiar doctrine would mean that a Marshall, Brandeis, Stone or Hughes would not have the training and experience to sit on the Court.

"The Supreme Court," said Congressman Lindsay, "is a naked institution. The Constitution has provided it with no means of enforcing its decisions; its effectiveness as an institution and as a constituent element of our system of government rests entirely upon the voluntary acceptance of its decrees by other elements of government and by the people. Disagreement with the Court's decrees will not enfeeble its institutional strength. But disagreement coupled with broadside attacks upon the institution itself or upon the character or purpose of the Justices will surely erode the institution at its base.

"We who by reason of training or office are in positions of public responsibility, have a duty to expose the destructiveness of any attempt to weaken the Judiciary as an institution. Particularly in times of stress we cannot risk the loosening of our strongest bulwark against any enemy -- namely our Constitution and the fundamental liberties embodied in it. Without a strong and independent Judiciary the weakening of both our individual liberties and our national security will surely result."

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Agencies registered at the 1959 Clearing House Conference (continued from back cover):

National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
  Defense Commission
  Department of Classroom Teachers
  Department of Rural Education
National Federation of Temple Sisterhoods
National Jewish Welfare Board
National Lutheran Council
National Religion and Labor Foundation
National Service Board for Religious Objectors
National Urban League
National Women's Conference,
  American Ethical Union
Neighbors, Inc.
Presbyterian Church, U. S.,
  Board of Christian Education
President's Committee on Employment Policy
President's Committee on Government Contracts
Prince William County
  Council on Human Relations
Senate Small Business Subcommittee
Senate Subcommittee on Constitutional Rights
Seventh Day Adventists,
  Columbia Union Conference
Southern Regional Council, Inc.
Students for Democratic Action
Textile Workers Union of America, AFL-CIO
Unitarian Fellowship for Social Justice
Unitarian Laymen's League
Unitarian Service Committee
United Automobile Workers of America, AFL-CIO
United Church of Christ
United Church Women
United Presbyterian Church, U. S. A.,
  Department of Social Education & Action
United Rubber Workers of America, AFL-CIO
U. S. Department of Defense
U. S. Housing and Home Finance Agency
U. S. Information Agency
U. S. Department of Justice,
  Civil Rights Division
U. S. Department of Labor
U. S. Veterans Administration
United Steelworkers of America, AFL-CIO
Virginia Council on Human Relations
Virginia State Conference, NAACP Branches
Virginia White Speel Republican Women's Clubs
Washington Fellowship
Washington & Vicinity Federation of
  Women's Clubs
White House Conference on Children & Youth
Women's Alliance, All Souls Church
Women's International League for
  Peace and Freedom
Y. W. C. A., National Board

COMMITTEES FOR THE CONFERENCE

Chairman	:	Herman Edelsberg, Anti-Defamation League of B'nai B'rith
Co-chairmen for the Conference	:	Dr. Fred S. Buschmeyer, National Council of Churches, and Thomas E. Harris, AFL-CIO
Arrangements	:	Rosaline Fisher, chairman; Grace S. Jones, Olinda Roettger
Attendance	:	Elizabeth Herring, chairman; Elizabeth B. Coleman, Dr. Albert E. Croft, Benjamin D. Segal
Conference Report	:	David A. Brody, chairman and editor; Moe Hoffman, Tad Masaoka, William L. Taylor, Sterling Tucker
Hospitality	:	Julia Thompson, chairman; Elsie Austin, Germaine Krettek, Ruth Streeter, Denise Tourover, Martha Wildhack
Literature	:	Irvin Lechliter, chairman; Dr. Edwin W. Davis, Frances Neely, Florence Schott, William L. Taylor
Press	:	Olya Margolin, chairman; William Korey, Martha Mills
Program	:	Dr. Buschmeyer, Mr. Harris; Sanford Bolz, Irving Ferman, Edward D. Hollander, Clarence Mitchell, Irma Piepho, Dr. Robert E. Van Deusen
Registration and Information	:	Priscilla Grissett, chairman; Lucille Bell, Charlotte Friedman, Eva Sofer, Edna Strauss

Executive Director : Mary Alice Baldinger

The following agencies were registered as sending representatives or observers to the eleventh annual National Civil Liberties Clearing House Conference:

* * * * * *

Adult Education Association
African Methodist Episcopal Church
Amalgamated Clothing Workers of America, AFL-CIO
American Association for the United Nations
American Association of University Professors
American Baptist Convention, Council on Christian Social Progress
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Ethical Union
American Federation of Labor -- Congress of Industrial Organizations
AFL-CIO Auxiliaries
AFL-CIO Industrial Union Department
American Federation of State, County and Municipal Employees, AFL-CIO
American Federation of Teachers, AFL-CIO, Local 189
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Library Association
American National Red Cross
American Nurses Association
American Veterans Committee, Inc.
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Association for Higher Education
Association on American Indian Affairs
Atlantic Union Committee
Baptist Joint Committee on Public Affairs
Bureau of Social Science Research, Inc.
Commission on Civil Rights
Committee for Return of Confiscated German and Japanese Property
Communications Workers of America, AFL-CIO
Council of Churches, National Capital Area
Democratic National Committee
District of Columbia
Commissioners' Council on Human Relations
Commissioners' Youth Council
Public Schools
Engineers and Scientists of America
Fairfax County Council on Human Relations
Fisk University
Five Years Meeting of Friends
Friends Committee on National Legislation
Friends Committee on Race Relations
Fund for the Advancement of Education
Fund for the Republic
General Alliance of Unitarian Women
Governmental Affairs Institute
Greater Washington Central Labor Union
Hadassah
Howard University
International Labor Office
International Union of Electrical, Radio and Machine Workers, AFL-CIO
International Union of Operating Engineers, Local 77
Japanese American Citizens League
Jewish Community Council of Greater Washington
Jewish Labor Committee
Jewish War Veterans of the U. S. A.
League of Women Voters
Lutheran Church - Missouri Synod, Department of Public Relations
Methodist Church, Board of Missions Board of Christian Social Relations
National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Colored Women's Club
National Association of Intergroup Relations Officials
National Association of Social Workers
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council for American - Italian Friendship, Inc.
National Council on Agricultural Life and Labor
National Council of Catholic Women

(continued on inside cover)

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N. W. Washington 6, D. C.

DUpont 7-6300

June 24, 1959

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

Mr. Fleming is away from the office for the week. Therefore, I am responding to your letter of the 19th.

Unfortunately, our supply of the "Intimidation, Reprisal and Violence" report is very limited. Therefore, with regrets, we are sending you six copies under separate cover.

Rec'd this date

With best regards,

Sincerely,

Paul Anthony
Administrative Assistant

PA/mf

Send 1/2 dozen — with regrets

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(American Nurses Association)
ALAN BARTH
ELEANOR BONTECOU

Executive Director
MARY ALICE BALDINGER

RECEIVED JUN 22 1959

June 19, 1959.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Avenue, N.E.,
Atlanta 3, Ga.

Dear Harold:

A -- I thought you might not have had, and might like to see, these clips from the Washington Post on "Intimidation, Reprisal and Violence in the South's Racial Crisis"; AND

B -- Could I please have two or three copies of it? OR

C -- If you're loaded (as I hope), how would you like to send me 50 copies for distribution at the July 8 Clearing House meeting?

It sounds like a mighty constructive piece of work, and I'm looking forward to seeing it.

Always the best,

Sincerely,

Mary Alice

Mary Alice Baldinger.

July 1, 1959

Miss Mary Alice Baldinger
National Civil Liberties Clearing
House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

Many thanks for the official version of Cousin Herman's blast. We're delighted that his back is up, since it shows the report is having an effect. But we can't be too proud, since raising a Talmadge back is just barely par for the course.

All the best.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(United Automobile Workers of America)
JULIA C. THOMPSON
(American Nurses Association)
ALAN BARTH
ELEANOR BONTECOU

•

Executive Director
MARY ALICE BALDINGER

June 25, 1959.

Dear Harold:

Looks like you've got Herman's back up.

Mary Alice

Minutes July 8, 1959

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

RECEIVED JUL 16 1959

Attendance: The National Civil Liberties Clearing House met on Wednesday, July 8, 1959, at the Washington Post Community Room, with the following attendance:

Herman Edelsberg, Anti-Defamation League of B'nai B'rith - Presiding; William Taylor, ADA; Edward Snyder, Friends Committee on National Legislation; James Hamilton, National Council of Churches; Penelope Wright, American Civil Liberties Union; Irvin Lechliter, American Veterans Committee; Julia C. Thompson, American Nurses Association; Helen Steinberger, American Library Association; Olya Margolin, National Council of Jewish Women; Sally B. Cortner, Girl Scouts of the U.S.A.; Gladys C. Irwin, YWCA,National Board; Martin Wagner, AFL-CIO; David A. Brody, Anti-Defamation League; Henry M. Shine, Jr., Commission on Civil Rights; Ruth Streeter, United Church Women; John W. Edelman, Textile Workers Union of America; Mrs. C. E. Fisher, D.C. League of Women Voters; Don Slaiman, AFL-CIO; R.T. Danstedt, National Association of Social Workers; Phyllis Rozman, Social Legislation Information Service; Sanford Bolz, American Jewish Congress; Bernard Weitzer, Jewish War Veterans; Moe Hoffman, National Jewish Welfare Board; R. W. Frase, American Book Publishers Council; Harry Kingman, Irving Ferman, William B. Welsh and Joseph L. Rauh, Jr.; Mary Alice Baldinger for the office.

Next Meeting: Will be held WEDNESDAY, AUGUST 5th in the 8th floor meeting room of the B'nai B'rith Building, 1640 Rhode Island Ave., N.W.
PLEASE NOTE CHANGE OF PLACE OF MEETING.

Elliot L. Richardson, Assistant Secretary of the Department of Health, Education & Welfare will be the speaker at the next Clearing House meeting, Wednesday, August 5th.

Report of the Nominating COMMITTEE for 1959-1960: The meeting accepted the report of the Committee on Nominations for 1959-60, which was presented by John Edelman in behalf of the Chairman, Dr. Richard B. Kennan of theN.E.A. Defense Commission. (Please see the attached copy of the committee slate, which also outlines procedures of elections.)

Current Reports: Reports presented and discussed at the meeting most of which will be summarized in the next Civil Liberties Bulletin, were:

The Prospects for Civil Rights Now -- William B. Welsh, Admin. Asst. to Senator Hart of Michigan

Current Developments in the Loyalty-Security Area -- Joseph L. Rauh, Jr., Americans For Democratic Action.

The Work and Plans of the President's Committee on Government Contracts -- Irving Ferman, Exec. Vice President of the Committee.

The Proposed Freedom Commission and Freedom Academy -- William Taylor, ADA

Current Materials: The office will send out on request the few remaining copies of material distributed at the meeting --"Who Chooses the People You Know?", from the American Jewish Committee; and "School Desegregation - Some Psychiatric Implications", made available by the U.A.W.

Herman Edelsberg, Chairman
Mary Alice Baldinger, Executive Director

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Report of the Committee on Nominations for 1959 - 1960

(Under the constitution of the National Civil Liberties Clearing House, its officers are a chairman, four vice chairmen, a secretary, a treasurer, and six elected members of the Administrative Committee, all from associated national organizations. Officers and Administrative Committee members are elected annually for a term of one year, and shall not serve in any office for more than three consecutive years.

The constitution also provides that nominations in addition to the slate presented by the Nominating Committee may be submitted by associated organizations through August 1; that such additional nominations shall be approved by the Nominating Committee before they are placed on the ballot; and that election shall be by mail ballot in August, and term of office shall begin in September of each year.)

The Nominating Committee recommends the following slate of officers for 1959-1960:

Chairman : Herman Edelsberg, Anti-Defamation League of B'nai B'rith

Vice Chairman :

Civil Liberties : Edward P. Snyder, Friends Committee on National Legislation

Civil Rights : Edward D. Hollander, Americans for Democratic Action

Human Rights : Dr. Robert E. Van Deusen, National Lutheran Council

Intellectual Freedom : Virginia Kinnaird, National Education Association Defense Commission

Secretary : Dr. Fred S. Buschmeyer, National Council of Churches.

Treasurer : Irvin Lechliter, American Veterans Committee

Administrative Committee:

Thomas E. Harris, AFL-CIO
Moe Hoffman, National Jewish Welfare Board
Olya Margolin, National Council of Jewish Women
Clarence Mitchell, National Assn. for the Advancement of Colored People
Paul Sifton, United Automobile Workers of America
Julia Thompsonn, American Nurses Association

FOR THE COMMITTEE:

Dr. Richard B. Kennan, National Education Association, Defense Commission, Chairman
John Edelman, Textile Workers Union of American, AFL-CIO
Gladys Irwin, Y.W.C.A.
Francis Pohlhaus, N.A.A.C.P.
Benjamin D. Segal, Intl. Union of Electrical Workers, AFL-CIO

RECEIVED AUG 17 1959

RECEIVED AUG 17

Minutes August 5, 1959

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met at the B'nai B'rith Building on Wednesday, August 5, 1959, with the following attendance: Herman Edelsberg, Anti-Defamation League, presiding; Edward Snyder, Friends Committee on National Legislation; Irvin Lechliter and Dr. Paul Cooke, American Veterans Committee; Marie Klooz, Women's International League for Peace and Freedom; Paul Sifton, UAW; Robert Frase, American Book Publishers Council; Betty Shapiro, Franc Balzer, Helen Diamond and Sherry Arnstein, B'nai B'rith Women; Donald Slaiman, AFL-CIO; Florence Schott, American Association for the United Nations; Rosaline Fisher and Harriet Cipriani, D. C. League of Women Voters; Moe Hoffman, National Jewish Welfare Board; Julia Thompson, American Nurses Association; Olya Margolin, National Council of Jewish Women; Martha Wildhack, General Alliance of Unitarian Women; Rudolph Danstedt, National Association of Social Workers; David Brody, ADL; Phyllis Rozman, Social Legislation Information Service; John W. Thompson, American Baptist Convention; James A. Hamilton, National Council of Churches; William Taylor, ADA; Henry C. Koch, United Church of Christ; Alan Barth; Alison Bell and Frances Iglebart, observers for the American Association of University Women; Walter Pozen; Mrs. Elizabeth R. Cole and Rufus C. Kuykendall, U. S. Commission on Civil Rights, guests; and Mary Alice Baldinger for the office.

Next Meeting : The question of scheduling a September meeting was left to the call of the chairman.

Election of Officers : Speaking for the Nominating Committee, Mrs. Wildhack reported that its proposed slate was circulated with the minutes of the July meeting, at which it was presented, noting that it was open to further nominations by associated organizations, and that no additional nominations have been received. On the motion of Mrs. Wildhack, seconded by Mrs. Schott, the meeting instructed the secretary to case the ballot for the committee's slate.

Clearing House officers for 1959-60 are: Chairman -- Herman Edelsberg, Anti-Defamation League of B'nai B'rith; Vice Chairmen -- Edward P. Snyder, Friends Committee on National Legislation (civil liberties); Edward D. Hollander, ADA (civil rights); Dr. Robert E. Van Deusen, National Lutheran Council (human rights); Virginia Kinnaird, National Education Association Defense Commission (intellectual freedom); Secretary -- Dr. Fred S. Buschmeyer, National Council of Churches; Treasurer -- Irvin Lechliter, American Veterans Committee; Administrative Committee -- Thomas E. Harris, AFL-CIO; Moe Hoffman, National Jewish Welfare Board; Olya Margolin, National Council of Jewish Women; Clarence Mitchell, National Association for the Advancement of Colored People; Paul Sifton, United Automobile Workers; Julia Thompson, American Nurses Association. (Members-at-large of the Administrative Committee are Alan Barth, Eleanor Bontecou and Charles Horsky.)

Finances : The chairman reported that the special fund-raising effort (aimed at supplementing the subscriptions and contributions of associated organizations by gifts from private individuals) has resulted so far in contributions of $1390. He requested that all those who work with the Clearing House give the office their suggestions for additional names to receive the funds-appeal letter, for which Senators Paul Douglas and Jacob K. Javits have authorized the use of quotations praising the Clearing House, and Roger N. Baldwin and Morris Llewellyn Cooke have loaned their signatures.

Tax Status : The meeting agreed that the Clearing House should act on the recommendation of its former tax counsel in applying for exempt status under the new and less rigid regulations recently issued by the Internal Revenue Service.

Material On Hand : On request, the office will send out its few remaining copies of the following materials, which were distributed at the meeting: Memo on the status of civil rights and civil liberties legislation, prepared by the Senate Subcommittee on Constitutional Rights; Statement on immigration principles and bills, from the AFL-CIO; and Secretary of Health, Education and Welfare Arthur S. Fleming's statement outlining the Department's legislative proposals in the educational field.

Guest Speaker : Elliot L. Richardson, Assistant Secretary of Health, Education and Welfare, was the meeting's guest speaker, discussing HEW's proposals and position in the fields of equality and education.

Current Reports : Paul Sifton discussed the status of civil rights legislation; Walter Pozen, legislative counsel of the Washington Home Rule Committee, spoke on the committee's work and the prospects for home rule; and Edward Snyder outlined current developments in the field of immigration.

Herman Edelsberg, Chairman
Mary Alice Baldinger, Exec. Director

RECEIVED AUG 17 1959

RECEIVED AUG 17 1959

From
THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

August 13, 1959

(NOTE: Of all the pending issues with which Clearing House organizations are concerned, civil rights is the one in the legislative forefront at this time. Others may or may not see action. The Clearing House therefore sends you now the following memo on the civil rights situation; from now until Congress recesses, we will attempt to keep you up to date on this and other developments, as the occur, with short flyers, rather than issuing our usual longer Bulletin. A Bulletin summarizing the status of all legislation affecting the Clearing House fields, as it will stand when Congress reconvenes next year, will be sent you shortly after this session ends.)

FOR YOUR INFORMATION : CIVIL RIGHTS

A bipartisan coalition is working to put through this session of Congress a bill which will be civil rights in name but not in substance. Some Democrats hope by this maneuver to appease demands for action this year without antagonizing the Southerners, and thereby to avoid an open party fight in 1960. What benefit the Republicans will receive from a watered-down civil rights bill is not readily apparent, but a number are willing to go along.

The contents of the "compromise" bill have not been revealed, but its basis undoubtedly will be the two-part measure (S. 2391) now pending before the Senate Judiciary Committee. This bill would merely extend the life of the Civil Rights Commission and require the retention and production of voting records by State registrars. A likely addition to it on the floor is the Conciliation Service proposed by Senator Lyndon Johnson.

Under Senator Eastland's chairmanship, the Judiciary Committee has been proceeding at its usual snail's pace in considering legislation, but there have been a number of indications that Southerners on the committee will not be unwilling to allow the two-part measure to be reported, provided they have assurances that it will not be improved substantially on the floor.

The extent of the retreat on civil rights was made plain by the bill (H. R. 8601) recently reported by the House Judiciary Committee. There, Republicans joined with Dixiecrats to kill not only Chairman Celler's Part III provisions (authorizing the Attorney General to seek injunctive relief in the federal courts against civil rights violations) but also modest Administration proposals, recognizing the Supreme Court's desegregation decision as the law of the land: giving limited technical aid to communities prepared to desegregate; and providing a statutory basis for the President's Committee on Government Contracts. What remains is a bill whic contains a couple of meaningful provisions (the voting record section and criminal penalities for obstruction of federal court orders) but which evades entirely the question of desegregation of the public schools. Mr. Celler has announced his intent to try to improve the bill on the floor, but there are indications that it will not even be permitted to emerge from the House Rules Committee until a Senate compromise is reached.

Civil rights forces are still pressing hard for legislation at this session, but they have made clear their conviction that a "compromise" which does nothing to support the Supreme Court would be worse than no bill at all.

-- William L. Taylor
Americans for Democratic Action

December 9, 1959

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

Thanks for your two recent letters. I'm enclosing our check for SRC's subscription to the Clearing House.

The chairman of "HOPE" currently is a woman -- Mrs. Frances Breeden. She is a very able and articulate person and could be counted on for a good presentation. Whether or not she would consider it good strategy in this critical period to make a public appearance before all us professional mixers, I just don't know. There's no problem about her personal attitudes -- only the question of strategy and timing.

A similar person in a (now) less contested situation is Mrs. Joe R. Brewer, chairman of the Little Rock Women's Emergency Committee for Public Schools. (The women are in control, you see.) I don't know Mrs. Brewer except through correspondence, but I'm sure either she or one of her associates would make a good speech.

As one possible alternative, has Morris Abram of Atlanta ever spoken to the Clearing House? In the unlikely event you don't know him, he is an

able lawyer, has carried the ball in various liberal efforts, including the county-unit cases, ran against Jim Davis in 1954, is well versed in the school situation, and is a brilliant speaker. Herman Edelsberg knows him well.

I'll be glad to talk with either of the Atlanta people about this if you'd like.

Best regards,

As ever,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1. (Check #977; $25.00)

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

December 8, 1959.

Mr. Harold Fleming,
Southern Regional Council
63 Auburn Avenue, N. E.,
Atlanta 3, Georgia.

Dear Harold :

Once again working on our annual conference (and way behind schedule this year because I was out of town throughout most of October, when my mother died), I'm after information and guidance.

Who's the president of Atlanta's HOPE?

Would he be good as a conference speaker?

Would he be likely to come to us?

I will, as usual, be bothering you much more within the next couple of months, if you can stand it. But right now, I'll be very grateful for an answer to those three questions.

Yours,

Mary Alice

Mary Alice Baldinger.

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

attach letter to check to HCF

December 4, 1959.

Mr. Harold C. Fleming,
Executive Director,
Southern Regional Council,
63 Auburn Avenue, N.E.,
Atlanta 3, Georgia.

Dear Harold :

Making my year-end check of our books, I see that I should have written you some time ago about the SRC's subscription to the National Civil Liberties Clearing House, which has run out.

To refresh your recollection, the SRC has been subscribing at the rate of $25 a year, and we received its last payment in September of 1958.

We are extremely grateful for your interest in and help with the Clearing House program, and I do hope you can continue as one of our subscribing agencies for 1959-1960.

With all best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

PS -- We have started work late for our 1960 conference, as I was out of town a good deal this fall because of the death of my mother.

If you've got any ideas for either topics or personnel that you think would be constructive for conference study, I'd surely appreciate your dropping me a note about them.

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

December 11, 1959.

Mr. Harold Fleming,
Southern Regional Council
63 Auburn Avenue, North East,
Atlanta 3, Georgia.

Dear Harold:

Thanks tremendously for the SRC's $25 subscription, and for the good thoughtful letter that came along with it.

I'm grateful for the information about Mrs. Breeden and for your comment on her possible reservations about making public appearances at this time; also for your suggestion about Mrs. Brewer.

Morris Abram has never talked to us (though he's been suggested as a possible speaker a couple of times) and I do thank you for mentioning his name again. Sounds like a great idea. I'll talk to Herman about it in the next day or so, and then to our committee.

You are sweet to say you'd talk to either of the Atlanta people for us, and after the committee meets again next Friday, I reckon I'll take you up on it. You see what happens to volunteers?

All the best,

Yours,

Mary Alice

Mary Alice Baldinger.

National Civil Liberties Clearing House

File

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Executive Director
MARY ALICE BALDINGER

February 19, 1960

Dear Friend:

This is to let you know that the National Civil Liberties Clearing House has scheduled March 24 and 25 as the dates for its twelfth annual conference, which will be held at the Hotel Sheraton Carlton here.

This year the conference program will be a varied one, covering four major and controversial aspects of today's national life. Civil rights -- the decade's outstanding moral issue -- will have top place on the agenda. Other conference sessions will aim at discussion-in-depth of the current questions of censorship and freedom of speech and press; due process -- the protection of society and of the constitutional rights of the individual; and American freedoms in relation to our national purpose as we enter the '60s.

Our program is not yet fully complete, but among those who are expected to be speaking to the conference are Emmet J. Hughes, Times-Life editor and author of America the Vincible; Deputy Attorney General Lawrence E. Walsh, who is in charge of the legislative program of the Department of Justice; Dr. Daniel W. Wynn, chaplain of Tuskegee Institute; Sam Dash, author of The Eavesdroppers; and Oliver Gasch, United States Attorney for the District of Columbia.

We are planning, too, to allow plenty of time at each session for discussion and participation from the floor.

We expect that officers and leaders of well over 100 national organizations will attend the conference. The complete program and registration forms will be sent you within the next ten days. Meanwhile, we hope you will note the dates now, and will plan to attend.

Sincerely yours,

Richard B. Kennan

RICHARD B. KENNAN
Secretary, Defense Commission
National Education Association

Clarence Mitchell

CLARENCE MITCHELL
Director, Washington Bureau
National Association for the Advancement of Colored People

Co-chairmen, Conference Program Committee

Number 60 February, 1960

CIVIL LIBERTIES BULLETIN

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N. W. --- Washington 6, D. C. - DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Director, Mary Alice Baldinger.

To remind you

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will hold its Twelfth Annual Conference

on Thursday and Friday, March 24 and 25, 1960

at the Hotel Sheraton Carlton, Washington, D. C.

to discuss :

* civil rights for today and tomorrow
* freedom of speech and press : what limitations ?
* due process : traditional concepts vs modern problems
* our national freedoms and our national purposes

SENATE STARTS CIVIL RIGHTS DEBATE ON SCHEDULE:
HOUSE DISCHARGE PETITION SIGNATURES NEAR 219

The long-awaited debate on civil rights legislation began on schedule in the Senate on February 15. At the same time, civil rights groups were seeking to secure the few more signatures necessary on the Celler discharge petition to bring the total to 219 and permit legislation to reach the floor of the House.

The Senate

H.R. 8315 is the bill selected as the "vehicle" for civil rights action by Majority Leader Lyndon B. Johnson, who invited "all interested Senators" to offer civil rights amendments to it. This bill itself is an inconspicuous measure that would excuse the citizens of Stella, Mo., from paying rent for Army quarters to replace their burned-out school. Senator Johnson said he had chosen it because it is the only House-passed bill on the Senate calendar which had the approval of the Senate Democratic Policy Committee, and because no bill dealing strictly with civil rights had reached the Senate yet.

Should a voting bill be reported by the Senate Rules Committee, or a civil rights bill passed by the House while Senate debate is going on, it may displace H.R. 8315 as the pending business in civil rights action. Regardless of the parliamentary juggling that the Johnson move has triggered, civil rights organizations will seek the inclusion of three major provisions in any legislation:

1. "Part III" - to permit the Attorney General to initiate government civil suits in school desegregation and other cases.

2. An effective voting registrar-referee measure that combines the best features of the pending proposals.

3. Technical and financial assistance to states and localities to help them in their school integration program.

Most of the discussion in recent weeks has centered on the Civil Rights Commission's proposal for the establishment of voting registrars, and the Attorney General's subsequent bill to vest similar functions in the federal courts to be carried out by voting referees. The Commission's proposal is embodied in bills introduced by Senators Humphrey, Javits, Morse and others and now pending in the Senate Rules Committee.

Each proposal has advantages which the other lacks. The Rogers bill would cover both state and federal elections. The registrars bill would establish a simple federal registration procedure just like state registration procedures, and would avoid court delays. While neither proposal is adequate as it stands, the best elements of each can be fused into a bill which will be effective. Such effective legislation would:

1. After a determination that there has been racial discrimination, make available to every Negro a remedy which does not require him to suffer the needless embarassment and humiliation of going before the offending state registrar and does not require him to go into court to make out a time consuming legal case.

2. Establish a federal registration procedure by federal officers which would be both uncomplicated and speedy, would encourage Negroes to exercise their franchise and would result in the registration of all qualified applicants.

3. Apply to both state and federal elections.

4. Secure, by adequate enforcement provisions, the right of every Negro registered by a federal enrollment officer to vote and have his vote counted.

The most logical forum for such a fusion would be the Senate Rules Committee which has completed its hearings and will meet to consider legislation on February 17th. But this will depend in great measure on whether Sen. Johnson will accept a good registrar product and bring it to the floor of the Senate. At this point Johnson has not committed himself.

The House

The pending legislation in the House is HR 8601, still bottled up in the Rules Committee. It would:

1. Make obstruction of court orders for school desegregation a federal crime.

2. Require preservation of voting records for two years and permit inspection by the Justice Department upon written request.

3. Make it a federal crime to cross state lines to avoid prosecution for bombing any building or vehicle.

4. Authorize the Government to provide education facilities for children of military personnel where public schools were closed to avoid integration.

The House bill is weak and unsatisfactory in its present form, but once it is dislodged efforts will be made on the floor to strengthen it by adding at least three major amendments (see above).

Although the Rules Committee is still holding the bill, the discharge petition has helped to break the logjam. As the petition neared completion, Republicans and Southern Democrats on the Committee felt compelled to call a meeting. No final action was reached, but it seems unlikely that the bill will be detained much longer.

The important question remaining is what kind of rule the Committee will grant. If the bill were to come to the floor via the discharge petition, all major amendments could be offered. But if the Rules Committee acts before the discharge petition is completed, the rule itself will determine whether the important school desegregation and voting amendments are in order. If Republicans want to add the Administration's referee bill, they may be disposed to give a little on this point.

WILLIAM L. TAYLOR,
Americans for Democratic Action

(NOTE: On February 18, Republicans joined with Northern Democrats on the House Rules Committee in ordering a rule reported which will bring H. R. 8601 to the House floor on or about March 10. The nature of the rule, however, gives serious cause for concern. It specified that the Attorney General's voting referee bill could be brought up as an amendment without being subjected to an objection that it was not germane. The implication in this special treatment for the referee proposal is that other amendments, including Part III and assistance for school districts prepared to desegregate, might be ruled non-germane. -- W. L. T.)

HOUSE PASSES INDUSTRIAL SECURITY BILL:
EXECUTIVE ORDER MAY STILL BE PLANNED

That much-abused truism, "Eternal vigilance is the price of liberty," was given an ironic twist on February 3, when a highly controversial bill to re-instate the Industrial Security Program (H.R. 8121) slipped through the House without debate or dissent, although its passage could have been prevented had even one voice been raised in objection to it.

The secret of the bill's success on the House floor lay in its placement on the consent calendar -- a procedure designed to expedite non-controversial measures. As the calendar was called, the Clerk read the number and title of H.R. 8121 in a long list of others; its sponsor, Rep. Francis Walter, spoke briefly in its support; not one of the 60 Representatives reported to be present objected to it; and the bill passed.

Mr. Walter made it clear that the purpose of his bill was "specifically to overcome the decision of the Supreme Court in the Greene case so that the Department of Defense may have congressional authority to safeguard our industrial establishments, without disclosing information injurious to our national security." In the Greene decision (Greene vs. McElroy, June 30, 1959) the Court had decided, 8 to 1, that neither Congress nor the Executive had authorized an industrial security program under which a person could be denied security clearance without the right to confront or cross-examine his accusers. Although the Court did not rule on the constitutionality of the program, the opinion of the majority, as presented by Chief Justice Warren, raises doubt as to whether a program without confrontation rights would, in the next round, pass the test of constitutionality.

Following this decision, moves had immediately started in both branches of government for some kind of industrial security program to replace the existing program declared invalid by the Court. Bills were introduced in Congress, including Rep. Walter's. Authorizing the Secretary of Defense to provide a security program covering defense contractors and their employees, his bill provides that any administrative procedures prescribed by the Secretary of Defense under its provisions "shall be designed to protect from disclosure all information which in the opinion of the Secretary would affect the national security, safety or public interest, or would tend to compromise investigative sources or investigative methods."

The 15-line bill does not provide rights for individual employees faced with denial of security clearance. Referred to the House Un-American Committee, which Mr. Walter chairs, the bill was unanimously reported out on September 2, 1959, without hearings.

Executive Order Considered

Just before the close of the 1959 session, Rep. Walter asked for suspension of the rules for consideration of his bill. However, at the last minute he called off his request, indicating that he had been informed that an Executive Order was imminent. Somewhat puzzled as to what lay behind this "shift in gears", observers in Washington nevertheless turned their attention to the Executive Branch, but there were no overt signs of an Executive Order until January 17, 1960, when an article in the New York Times by Anthony Lewis indicated that a draft of a new industrial security program had been under consideration for some months, that an order was forthcoming within a few weeks, and that the new order would provide limited confrontation rights to individuals facing security charges. (No order has been issued to date.)

It was against this background that Mr. Walter's bill was suddenly called up and passed by the House.

In answer to questions by the press following the measure's surprise passage, Rep. Walter was reported as stating that "The timing of the action was a coincidence," and that he did not know that the Administration had an Executive Order in draft form.

What will happen next in the Congress is uncertain. Mr. Walter's bill has been referred to the Senate Internal Security Subcommittee, which already has before it an industrial security bill, S. 2416, by the subcommittee's members, Senator Dodd and Senator Keating. No hearings have been scheduled as yet.

At this point it is not clear either what effect the House action might have on the President's Executive Order, or for that matter, what effect the issuance of an order would have on further Congressional action.

"Psychological Reversal"

The major significance of the rumored draft order, according to the Times article, is that it represents a "sharp change in what has been consistent policy of all government security programs over the last dozen years" -- that is, a "psychological" reversal. In the past, the presumption has been "that the accused individual had no right to know his accusers' names or cross-examine them. Security officials have had no obligation to come forward with live witnesses; in many hearings the government has produced no witnesses, relying wholly on undisclosed statements." According to the Times, the burden would now be on security officers to show some special reason for changing the presumption that those making the security decision "would see and hear only what the accused individual sees and hears."

The Times article explains in detail how this "psychological shift" takes place. The draft order makes it a "general rule" that any one under the program has a right to cross-examine any source of information against him. However, the draft order goes on to provide that "informants" could be exempt from cross-examination "under certain circumstances." A distinction is made in the circumstances governing the exemption of casual informers and those of a genuine "confidential informant who has been engaged in obtaining intelligence information for the government."

"Casual" and "Confidential" Informants

To withhold the name of a confidential informant from an accused employee, the head of the agency furnishing the information must certify that the information source is a confidential informant and that to disclose his identity "would be substantially harmful to the national security." This would mean that if, for example, an FBI report were involved, the certification would need to be made by the Attorney General himself.

In order for a casual informant to be exempt, the head of the Department handling the security case (for example, the Secretary of the Army, Navy or Air Force) "or his special designee" first has to determine that A) the informant "could not appear in person because of death, severe illness, or some other good and sufficient cause", and B) "that failure to receive the statement from this informant would be substantially harmful to the national security." However, if an exception is made in the case of a casual informant, the final decision in this security case must be decided by the head of the Department himself, who must in turn "consider, in deciding the case, the suspect's lack of opportunity to cross-examine witnesses."

The draft order also permits the use of investigative reports in security proceedings if failure to admit them "would be substantially harmful to the national security."

The rumored draft received a somewhat chilly reception in many quarters. Some questioned whether the draft is merely a "reform" without providing any real change in the existing system. Others referred to the draft proposals as "window-dressing in the faceless informer system," and to the Times article as "deceptively optimistic."

Senator Thomas C. Hennings, as chairman of the Constitutional Rights Subcommittee, expressed concern that his committee had not been informed of the proposed Executive Order despite "numerous overtures to the Secretary of Defense, and replies to the effect that 'upon establishment of an Executive Branch position we will communicate with you further.'"

Martha Mills,
League of Women Voters

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PASSPORT LEGISLATION
IN THE 86th CONGRESS

The Administration's request for legislation authorizing the Secretary of State to deny passports to Communists or other persons who are engaged in "furthering the international Communist movement" has been before Congress in a variety of forms since 1958, when the Supreme Court ruled in the Kent-Briehl and Dayton cases that the Secretary has no authority, under existing law, to withhold passports on the basis of beliefs and associations.

When these decisions were handed down, the President asked Congress for very comprehensive authority to deny passports on the grounds that "each day and week that passes without it exposes us to great danger." In April 1959, the Department of State pointed out with alarm that 1,150 persons, about whom the Department had "some evidence of Communist affiliation" had applied for passports since the Court decisions. The Department did not know, however, how many of these persons had used their passports to travel abroad or the extent of their travel.

Key Issues -

What kinds of passport restrictions are compatible with the fact that freedom of movement is a part of the American heritage? Is there any justification for prohibiting all citizens from traveling to certain foreign areas? If restrictions are necessary, what procedures should be established to protect the rights of passport applicants? Should they be fully informed as to the nature and source of any charges brought against them?

Legislative Background -

August 23, 1958, the House passed a bill which would have given the Secretary power to deny passports to persons engaged in furthering the international Communist movement; the bill died in the Senate. September 8, 1959, the House passed another bill, H.R. 9069, by a vote of 371-18. No action was taken by the Senate in 1959, although three committees held separate hearing on various proposals. According to reports, the Senate Foreign Relations Committee may mark up a bill in the near future.

Pending Bills -

In general, and with important exceptions, the bills pending before Senate Committees range, as follows, from liberal-through-varying-shades-of-restrictiveness:

S. 806, introduced by Senator Humphrey and 6 others;
S. 2287, by Senator Fulbright;
H.R. 9069, the House-passed bill;
S. 2315, by Senator Wiley (all the above are pending before the Foreign Relations Committee);
S. 2095, by Senator Mundt, before the Government Operations Committee;
S. 1303, by Senator Eastland, before the Internal Security Subcommittee.

S. 806 - supports the right to travel abroad. It would restrict passports only in time of war or where issuance would interfere with the judicial process. Persons could travel to unsettled areas, such as China, at their own risk. In any administrative proceedings regarding the right to travel, passport applicants would be given the right to see all evidence and cross-examine all witnesses.

H.R. 9069 - would authorize the Secretary of State to deny a passport to anyone who has been affiliated with the Communist Party since 1951, if their presence abroad would "be harmful to the security of the United States." Applicants will be required to file non-Communist affidavits. When a passport is denied, H.R. 9069 provides for "judicial review on the record in the district courts of the United States." During House debate, "on the record" was interpreted as requiring full disclosure of all evidence.

H.R. 9069 would also permit the President to prohibit all citizens from traveling to particular areas, if "the United States Government is unable to provide adequate protection to citizens traveling therein or because such travel would seriously impair the foreign relations of the United States."

S. 2315 - would authorize the Secretary to deny passports to Communists and Communist sympathizers and require applicants to sign non-Communist affidavits. In case of a denial, applicants could request an administrative hearing. The Hearing Board would be authorized to protect "information, sources... and investigative methods, disclosure of which would have a substantially adverse

effect upon the national security or the conduct of foreign relations." Judicial review would be allowed only in the district court of the District of Columbia.

The Administration is supporting S. 2315, although it would prefer more comprehensive legislation. Administration spokesmen have said that they can not support H. R. 9069, as long as it provides for full confrontation.

-- Edward F. Snyder and Frances Neely
Friends Committee on National Legislation

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NATIONAL SUPPORT MOUNTING
FOR HOME RULE FOR WASHINGTON

Support from organizations all over the country has built up in impressive fasion to help the voteless citizens of the District of Columbia in this year's climax of a twelve year campaign for restoration of the District's voting rights.

Pressure from the grass roots for Congressional action is nothing new. But what makes this campaign unique is that it is purely an expression of moral principle about what may seem a matter of local Washington concern.

Home Rule for the 830 thousand people of Washington -- restoration of the local self-government Congress took away "temporarily" 85 years ago -- is not a bread-and-butter issue for the people of Iowa or California; it doesn't touch the personal rights or privileges of anyone outside the District.

So the people of the fifty states who are pressuring their Congressmen for action on Home Rule are simply expressing their indignation that, in the capital of the United States, democracy is flagrantly absent, and their conviction that the voting rights of the Districts's citizens are a civil rights issue of national concern.

This upsurge of concern across the United States couldn't have come at a better time. For the sixth time in twelve years, the Senate had overwhelmingly passed a bill to restore Home Rule. But for the sixth time, too, a sectional ocalition in control of the House District Committee is stubbornly killing the legislation -- even though it has been endorsed by both political parties, by former President Truman and President Eisenhower, and by virtually every representative civic group in Washington.

Faced with this perennial sabotage of the legislative process, a bipartisan group in the House launched a discharge petition -- a special procedure to bring the bill to a vote, bypassing the sitdown strike on the Committee. They now are within fifty-five signatures of the 219 needed from House members to get the bill to the House floor. The next few months will spell success or failure

for this twelve-year fight to end eighty-five years of colonialism for Washington.

Grassroots Results

With this challenge, a community federation of some thirty-eight groups in Washington has mobilized to get local and national pressure on Congress to win over that last fifty-five Congressmen. The League of Women Voters, the PTA (the first time in history it has fought a non-school issue), the labor unions, and so on --- almost every group in Washington is in the fight. But recognizing that it takes voters to persuade Congressmen, they have appealed to the grassroots for help --- and with gratifying results. Twelve state governors, ten state legislatures, many municipal governments have all urged Congress to act. More than fifty newspapers have run over one hundred editorials in the last year appealing to their representatives to sign up. Local League of Women Voters, unions (from the local to the national headquarters), the U.S. Conference of Mayors, even the national PTA, have written wired, phoned and argued with procrastinating Congressmen. The effect has often been startling. Congressman who, one day, profess reluctance to sign discharge petitions, have stepped up to sign the next day after hearing the vigorous opinion of a substantial group of constituents. Washington's own leaders in the campaign have been gratified and, perhaps, a little surprised, to find out how potent a local branch of the AAUW or the League of Women Voters can be in influencing its Congressman.

Now, with victory so nearly in their grasp, the Washington groups are focussing their appeal to the grassroots on some of the states whose Congressional delegations have been slowest to sign the petition --- Ohio, Michigan, Indiana, Idaho and Iowa. They feel that the help they get from people in these states, letting their Congressmen know how they feel, will be decisive. If they do win, they believe it will be a resounding demonstration of what national sentiment can achieve on an issue that is purely one of principle, where nobody's pocket book will be the fatter or the leaner --- but where democracy is in sorry need of vindication.

-- Walter Pozen
Washington Home Rule Committee

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ACLU PLANS YEAR-LONG EDUCATIONAL CAMPAIGN
ON THE IMPORTANCE OF CIVIL LIBERTIES

A year-long educational campaign, designed to show how civil liberties directly affect the personal freedoms of all Americans, was launched by the American Civil Liberties Union in January, as a part of its celebration of its 40th anniversary.

To mark its birthday, too, the ACLU published a special issue of its monthly Civil Liberties, giving a capsule history of its four decades in summaries of its most famous cases. The ACLU was founded in January, 1920, by a score of eminent

Americans, including Roger Baldwin, its first director, Jane Addams, Helen Keller, Arthur Garfield Hays, Norman Thomas, Rabbi Judah L. Magnes, and Rev. John Haynes Holmes. Since then it has grown into a nation-wide organization of 48,000 members and 27 local affiliates, with a network of 800 cooperating attorneys aiding its work throughout the country. Mr. Baldwin led the ACLU until 1950, when he retired to become its international work adviser, and was succeeded by Patrick Murphy Malin, former economics professor at Swarthmore College and vice-chairman of the World War II Inter-Governmental Committee on Refugees.

The ACLU can look back at a number of constitutional battles that stirred major controversy when they occurred, but which are now hailed as respected landmarks in the history of the United States, Mr. Malin said in anniversary comments on the organization's growth.

Among the cases that Civil Liberties notes as marking the ACLU's first decade were the Palmer raids, when the Union combatted the deportations of aliens for their radical beliefs, ordered by Attorney General Mitchell Palmer; the Scopes "monkey trial" in which Clarence Darrow headed the Union's volunteer defense team in the historic test of Tennessee's anti-evolution law; and "the outstanding -- and tragic -- event of the year 1927" -- the electrocution of Nicola Sacco and Bartolomeo Vanzetti.

The 30's brought the Scottsboro case; the eviction of the Bonus Army from Washington; Judge Woolsey's anti-censorship decision that admitted James Joyce's Ulysses to the United States; the "Alabama ordinances"; establishment of a permanent civil government for the Virgin Islands, and the ACLU - CIO contest of Mayor ("I Am the Law") Hague's denial of free speech and assembly in Jersey City.

In the 40's the ACLU's Board adopted its resolution by which "Communists, Fascists, Ku Kluxers and others who failed to meet 'the test of consistency in the defense of civil liberties in all aspects and all places'" are barred from its governing councils and staffs; hundreds of cases were handled through its special National Committee on Conscientious Objectors; the first of the Smith Act cases were brought to the Supreme Court; the Union won its long fight for the rights of Jehovah's Witnesses; and the constitutionality of the evacuation of more than 100,000 Japanese Americans from their Pacific Coast homes was unsucessfully challenged. The 50's were marked by the federal loyalty-security programs, McCarthyism, blacklisting in the mass-communications media, and the Supreme Court's school desegregation decisions and the Civil Rights Act of 1957.

Copies of the special issue of Civil Liberties (January, 1960) can be had on request to the American Civil Liberties Union, 170 Fifth Avenue, New York 10.

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AIR FORCE AND CONGRESSIONAL COMMITTEES WILL PROBE MANUAL LINKING THE CHURCHES WITH COMMUNISM

What were the real sources of the charges hurled against the National Council of Churches in the now-repudiated Air Force training manual? Who prepared, who

reviewed and who cleared the manual and the 5-year-old security guide on which it was based? Is it possible that other branches of the Armed Services may have used the same materials?

Those are a few of the questions that the National Council of Churches would like to have answered. And it is hoped that the answers may turn up in the course of the investigations that the manual has set off, in the Congress as well as in the Defense Department.

The Air Reserve Center Training Manual for Reserve Non-Commissioned Officers is the publication in question. Issued in early January, it first came to the Council's attention in mid-February, when a non-commissioned airman, disturbed by its contents, took it to his pastor.

Linking communism with the United States churches, and questioning the people's right to know, the manual carried such statements as :

"Communists and Communist fellow travelers have successfully infiltrated our churches. . . "

"It is well known that even the pastors of certain of our churches are card-carrying Communists . . . "

"The National Council of Churches of Christ in the U. S. A. officially sponsored the Revised Standard Version of the Bible, Of the 95 persons who served on this project, 30 have been affiliated with pro-communist fronts, projects and publication. . . . "

"Another foolish remark often heard is that Americans have a right to know what's going on. Most people realize the foolhardiness of such a suggestion. . . "

On February 17, apologies for the existence of the manual were issued by the Secretary of Defense and by Air Force Secretary Dudley Sharp, who said that the manual has been withdrawn, and that he has ordered an Air Force investigation of its publication, with General Curtis LeMay, deputy chief of staff, in charge.

But the Air Force also said that it does not intend to withdraw the security guide, published in 1955, which was an expansion of 1950 security regulations and on which the manual's security section was in large part based.

Cited as sources in the manual's index were such publications as a pamphlet by Circuit Riders, Inc., and two articles by Billy James Hargis, a radio-television evangelist.

A subcommittee of the House Appropriations' Committee, headed by Rep. Melvin Price (D., Ill.), and the House Freedom of Information Subcommittee, under the chairmanship of Rep. John E. Moss (D., Calif.) have started investigations of the manual and its background. Rep. Francis E. Walter (D., Penna.), chairman of the

House Un-American Activities Committee, has defended the manual, stating that "Actually the charges that were made are true," though some of the material was presented in an "unfortunate" manner, and adding that his committee may investigate the withdrawal of the publication.

--- Fred S. Buschmeyer,
Washington Office,
National Council of Churches

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Executive Director
MARY ALICE BALDINGER

March 3, 1960

Dear Friend:

We cordially invite you to attend the twelfth annual National Civil Liberties Clearing House conference on civil rights and liberties, at the Hotel Sheraton Carlton in Washington on Thursday and Friday, March 24 and 25.

We believe that the Program Committee, which is headed by Dr. Richard B. Kennan of the National Education Association's Defense Commission, and Clarence Mitchell, Director of the NAACP's Washington Bureau, has developed a program of extraordinary timeliness and interest.

Civil rights -- the immediate, practical and moral issue on which the Nation's attention is focused today -- heads the agenda. Other sessions will deal with topics of deep concern to all who uphold individual freedom -- the issues of censorship and freedom of speech and press; law enforcement and civil liberties; and American freedoms in relation to our national purpose and our international image as we enter the '60s.

Again this year the issues will be presented by leading authorities, including representatives of the Administration and, from Capitol Hill, the Congressman most frequently mentioned as a successor to Speaker Rayburn.

The meetings will be plenary throughout, in order to allow full opportunity for participation by all of the conferees.

The conference program and a registration form are enclosed. We hope that you will attend the conference, and we look forward to welcoming you and to having the benefit of your own and your organization's views on these problems that so deeply affect us all.

Sincerely yours,

Herman Edelsberg
Herman Edelsberg
Chairman

Mary Alice Baldinger
Mary Alice Baldinger
Executive Director

P.S.-- The Clearing House will be glad to provide you with additional conference announcements for your locals, affiliates, or members; or if you will send us their names and addresses, we will mail them invitations with a note that you asked us to do so. We particularly suggest, invitations go to your people who plan to attend the White House Conference on Children and Youth, and who may want to come to Washington a few days early to participate in our civil liberties studies.

Send Negro & the Ballot, other?

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Executive Director
MARY ALICE BALDINGER

20

Dear Harold—
Your own good self should be enough for us, but you see it isn't — we want pamphlets, reports, etc., too. Unreasonable, aren't we?
Yours —
Mary Alice

The Literature Committee for the twelfth annual National Civil Liberties Clearing House Conference, to be held here March 24 and 25, is arranging for distribution at the conference of literature related to the Clearing House fields of civil rights, civil liberties, intellectual freedom, and international civil rights -- particularly material dealing with intergroup relations in the community; work towards equality in voting, housing, education and employment; statutory civil rights; the question of obscenity in relation to censorship and freedom of the press; the right to know; academic freedom; and individual liberties in their various aspects.

We know that your organization has published some excellent materials, and we invite you to bring them to the attention of our conferees.

If you wish to accept this opportunity, we ask you to send us between 50 and 100 copies each of not more than three pieces of cost-free literature that you consider to be timely, attractive, and closely related to the issues which the conference will be discussing.

We do not have the facilities for posters or displays, and we cannot undertake responsibility for materials for which a charge must be collected. However, if you have bibliographies of your publications, we will be glad to include them on the literature tables.

We ask that your materials be mailed so as to arrive on or before Monday, March 21, to:

The National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

We will welcome your cooperation, and we are glad to be of service in bringing your publications to the attention of the wide interorganizational audience which the conference will offer.

Ordered
Sent
on
3/11/60 JL

Sincerely yours,
Edwin W. Davis
Edwin W. Davis, Defense Commission
National Education Association
Chairman, Conference Literature Committee
Mary Alice Baldinger
Mary Alice Baldinger,
Executive Director

March 3, 1960

VIA AIR MAIL

March 14, 1960

Hotel Sheraton Carlton
Washington, D. C.

Gentlemen:

Please reserve a single room in the name of Mr. Harold C. Fleming for one night (Thursday, March 24). Awaiting confirmation by return mail.

Sincerely,

(Mrs.) Mildred Flowers
Secretary to the Director

MF

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Check the class of service desired; otherwise this message will be sent as a full rate telegram	
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Send the following message, subject to the terms on back hereof, which are hereby agreed to

MARCH 22, 1960

HOTEL SHERATON CARLTON
WASHINGTON, D. C.

Have written for reservation for Harold C. Fleming for Thursday night, March 24. Please change to Wednesday night, March 23.

Please confirm by wire collect immediately.

Mrs. Mildred Flowers
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

VIA AIR MAIL

March 16, 1960

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

Harold Fleming is away for the week, therefore, I am answering your letter of the 15th.

As to your first question, while I do not know this, I feel certain that Harold's remarks will not be in writing beforehand!

The mimeographing of the Special Reports of the Student Protest Movement is being completed today. The 350 copies (along with a like number of the voting study) will be sent to you tomorrow morning - rail express.

With best wishes,

Sincerely,

Paul Anthony
Executive Assistant

PA/mf

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

March 15, 1960.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Harold:

Are you planning to put your remarks for our conference in writing beforehand?

If so, may I have a copy in advance, to mimeograph for press distribution?

It would be a big help if this could reach me by Tuesday, March 22.

I bet this paralyzes you, doesn't it?

Yours,

Mary Alice

Mary Alice Baldinger.

PS -- Any word on the mimeographing of your report for distribution with the conference information kits, or on when I can expect to receive it?

DOMESTIC SERVICE	
Check the class of service desired; otherwise this message will be sent as a full rate telegram	
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Send the following message, subject to the terms on back hereof, which are hereby agreed to

MARCH 17, 1960

MISS MARY ALICE BALDINGER
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 MASSACHUSETTS AVENUE, N. W.
WASHINGTON 6, D.C.

MATERIALS PROMISED BY HAROLD FLEMING SENT TODAY BY RAILWAY EXPRESS. BEST WISHES FOR YOUR CONFERENCE.

JOHN CONSTABLE

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

March 18, 1960.

Dear Harold :

Please send me, airmail, some notes about Harold Fleming that will be helpful to Clarence Mitchell in preparing his introduction for your talk Thursday.

In fact, plase send them airmail special, will you?

Clarence is about to have kittens.

Sincerely,

Mary Alice

Mary Alice Baldinger.

See p. 2. Hef Presentation

Report of the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Twelfth Annual Conference

March 24 - 25, 1960

Washington, D. C.

I. Civil Rights --Facts and Forecasts

An American Tries to Vote
Can We Break through the Segregation Stalemate?
The Congressional Facts of Life
New Law and Old Traditions

II. The Promise of American Life, 1960

Our National Purpose and Our International Image

III. Obscenity and Censorship

The Issues
Can't We Outlaw Smut?
A Psychiatrist's Viewpoint
Where Do We Draw the Line?

IV. Law Enforcement and Civil Liberties

The Issues
Police Work and the Bill of Rights
Compelled and Coerced Confessions
The Case for the Accused

Civil Liberties Bulletin No. 61

THE WHITE HOUSE

Washington

March 23, 1960

Dear Mr. Edelsberg:

Please give my greetings to those assembled at the Twelfth Annual Conference of the National Civil Liberties Clearing House.

Our Nation was established upon the highest standards of citizenship. Over the past 184 years each generation in its time has sought to measure up to these standards. In our day, I know that the oppressed peoples of the world are especially concerned with our progress in the area of individual freedom and equal justice under law.

Your annual conference provides a healthy forum of free and public discussion. Those participating in it can help speed us on our way to the achievement of America's traditional goals.

With best wishes,

Sincerely,

DWIGHT D. EISENHOWER

Mr. Herman Edelsberg,
Chairman,
National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N.W.,
Washington 6, D.C.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

TWELFTH ANNUAL CONFERENCE

March 24 and 25, 1960 Hotel Sheraton Carlton, Washington, D.C.

* * * \

I was made to feel like a man without a country. I cannot vote in city, State or national elections. The State and Federal governments tax me just as they tax registered voters, but my money is being used to finance a government in which I am voiceless, and to help pay the salaries of politicians I can't vote for or against. Yet many other Negroes have been treated far, far worse than we at Tuskegee have been.

It is hard for us to understand why we must risk being murdered, flogged, jailed, intimidated, boycotted and threatened merely for trying to cast a ballot. There are many white people in the South who have paid high prices fighting for equal justice in their States and Nation; some of them have been threatened and persecuted just as Negroes. They join with thousands of disfranchised Negroes like me in pleading for our opportunity to exercise our rights as first class citizens.

Can We Break Through the Segregation Stalemate? -- Harold C. Fleming

The lunch-counter "sit-in" protests are the most dramatic evidence yet that Negro Southerners are no longer willing to play the part of contented subordinates, the role in which they were cast for so long by the White South. True, it is the young people who are doing most of the demonstrating, but they have widespread support among their elders. The demonstrations have fired the imagination of the Negro group, young and old, and there is no sign that the movement will fizzle out, panty-raid style, as so many complacent people assumed at the beginning. It may change in form or direction, but its momentum is as permanent as segregation.

The most important effect of the "sit-ins" may not be the number of lunch-counters that are desegregated -- so far there have been very few -- but the bringing home to the white people of the South an awareness of the ability and determination of the Negroes themselves to achieve equal rights. This determination is the sine qua non for civil rights progress in the South. Once Negroes refuse to acquiesce in segregation -- to play the old game -- the only way segregation can be maintained is in effect through a police state. In a modern urban South, this is not a tolerable prospect, for it means sacrificing industry, prosperity, law and order, and social progress on every other front.

A second factor working towards civil rights progress in the South is a willingness on a large part of the white community to make concessions to the inevitable and to come to terms with the new aspirations of the Negroes, and the mandates they have won in the courts. In this respect the Solid South abruptly falls apart. The severest challenge of the die-hard segregationists is not coming exclusively from Negroes and the Federal courts; it is also coming from fellow whites who want to keep the public school system and the business economy intact.

Another factor is the national will. Since Negroes are a minority in the South and in the country as a whole, the rapidity and the extent of their achievement of equal rights depend on the support they get from the Federal government and other national institutions.

But it appears to me that there is a chronic tendency to underestimate the skill and tenacity of traditional Southern leadership. Maybe I am over-sensitive, but I have a fear that a bored and disgusted nation will leave the South to handle the race problem in its own way -- as it did once before. De facto segregation in housing, schools and employment in the North and West give added grounds for uneasiness. To the extent that Southerners can find evidence to support the argument that the rest of the Nation is insincere or hypocritical in its allegiance to civil rights, to that extent they can deny the inevitability, and even the rightness, of desegregation.

New Law and Old Traditions -- Lawrence E. Walsh

I suggest that supporters of civil rights should put aside their differences and unite in support of a bill which would assure that Negroes actually get to vote. The Administration's voting referee proposal holds out the most substantial and realistic hope of achieving this objective.

In the South today only one-quarter of the nearly five million Negroes of voting age are registered voters. To keep Negroes from the polls there has been resort to outright intimidation, economic pressure, misuse of literacy tests, and other petty harassments. Ordinarily, we do not have to compel general compliance with the law, but here we are confronted with a tradition where community pressure toward non-compliance is strong. It is a vain hope to try to get local voluntary compliance. There must be an expansion of Federal power in this area.

Proposed Procedures

Under the Administration proposal, a voting case would be instituted by the Attorney General, and upon a finding by the court of a "pattern or practice" of racial discrimination the court would be authorized to appoint a voting referee to receive voting applications from Negro voters and to determine in ex parte proceedings whether such applicants have been denied the right to register and whether they are qualified under State law to vote. The referee would then report his findings to the court for review under procedures which would give all parties notice and an opportunity to file exceptions. If the exceptions are overruled, the court would then enter a decree listing all persons entitled to vote. To insure effective compliance, the referee would have the authority to follow up the registration at the polls to make sure that the registrant is permitted to vote and have his vote counted. Recalcitrant election officials would be subject to contempt proceedings.

By keeping the whole election process in the Federal courts -- from registration to voting and counting the votes -- the Administration proposal will more effectively guarantee that the Negro will get to vote and have his vote counted, than either the voting rights proposal suggested by the Civil Rights Commission or the proposal recommended by Senator Thomas C. Hennings, which by taking the matter out of the courts and relying respectively on presidentially-appointed registrars or enrollment officers leave an unbridgeable gap between registration and voting.

Since the contempt power of the courts is not available under either of these plans, they give no assurance that the Negro registrant will actually be able to vote and have his vote counted by State officials. Consequently, they lack the advantages of the Administration's plan.

The Congressional Facts of Life -- Representative James Roosevelt

The five-point civil rights bill passed by the House is a step in the right direction -- even though it leaves many areas untouched -- for example, school desegregation and the poll tax. What was significant to me in the House action was the evident lessening of the hard-core opposition to civil rights legislation. For the first time, Congressmen opposed to such legislation came to me and said, "In four or five years I'll be able to vote with you." This is encouraging for the future, if not for the present; and it indicates that there is a growing awakening to the moral issues involved.

The effectiveness of the voting referee proposal will depend on the zeal with which the Justice Department backs up the law. There is going to be a vast number of voters who -- unless encouragement is given them -- will be reluctant to go to court to enforce their voting rights. The Administration will have to give its full support to the law to encourage an intimidated Negro population to take advantage of the new law and to make sure that they can do so without risking harm to themselves or their families. I fervently hope that such leadership will be forthcoming, because without vigorous enforcement, the new law will be an empty promise.

Discussion

Arnold Aronson, consultant, opened the discussion by saying that the limitations of the civil rights bill merely reflect the fact that not enough members of Congress are basically committed to civil rights, and that civil rights groups have not impressed them sufficiently with their own concern and determination on this issue. As a result, even the Administration's moderate seven-item package was whittled away in the legislative process. In sharp contrast are the Southern members who have the courage of their convictions and are willing to fight for them, and who are not concerned about the niceties of congressional procedures or appeals to party loyalty. Until supporters of civil rights show the same determination, said Aronson, the appearance of civil rights will have to be accepted for the reality.

Congressman Roosevelt questioned the wisdom of the provision requiring a Negro applicant, after there has been a finding by the court of a pattern or practice of discrimination, to go back to the State official to try to register and be turned down again before he can go to the referee. Every time a Negro has to go to the local registrar, his life becomes a burden for him, Roosevelt said.

Judge Walsh replied that the ultimate objective of the bill is not to have two types of registrar, but to have State registrars treat Negroes the same as white voters. The Administration's bill, he added, creates procedures which will increase the likelihood that State registrars will comply with the law.

Every time a State official turns down a Negro applicant, that information will go to the Federal judge who enjoined him from rejecting voters because of their race. This will deter future discrimination by the registrar and encourage compliance with the law. The registrar will know that he will only be inviting contempt proceedings if he refuses to register Negro voting applicants.

From the floor, it was pointed out that when Herbert Brownell was Attorney General, the Administration supported legislation (the so-called Part III) to give the Attorney General the same authority to bring civil injunction suits to enforce civil rights generally, including the right to desegregated schooling, which he now has with respect to voting rights.

"Why," it was asked, "did the Administration abandon its support of this provision, which many people, like Representative Roosevelt, feel is an essential part of a meaningful civil rights bill, and leave to individual plaintiffs the task of bringing about compliance with the Supreme Court's school desegregation decision?"

Judge Walsh replied that in deciding to drop Part III, the Administration was influenced by the fact that massive resistance had been abandoned in Virginia without the need for any Federal intervention. The change in Virginia's attitude, he felt, reflects a growing realization in the South that an accommodation must ultimately be made to the Supreme Court decision. Secondly, it was thought that bringing in the Federal government would only arouse resistance and antagonism in a community and might prejudice, rather than help, achievement of a reasonable solution. Finally, the Administration felt that more important than Part III at this time was legislation to make it a crime for anyone to use force or threats of force to interfere with any Federal court order in school desegregation cases, and legislation to extend Federal financial and technical assistance to school districts that may be faced with serious financial and education problems in desegregating their school systems.

There was criticism from the audience of the view that individuals should be compelled to go to private groups to enforce their constitutional rights. The Federal government, a conferee said, has an obligation to help secure those rights; it should not throw the whole burden on the individual and private organizations.

In answer to another question, Judge Walsh said that the Attorney General has indicated that where an attempt is made to keep Negro pupils from having legal representation, there may be a need for Part III.

THE PROMISE OF AMERICAN LIFE, 1960

Chairman : Herman Edelsberg, Director of the Washington Office of the Anti-Defamation League of B'nai B'rith, and Chairman of the Clearing House

Speakers : Emmet J. Hughes, Chief of Foreign Correspondents, TIME-LIFE
The Hon. Richard Bolling, Representative from Missouri

Reporters : Mrs. Paul Blanshard, Unitarian Fellowship for Social Justice, and Eva Sofer, National Jewish Welfare Board

Mr. Edelsberg, in his opening remarks, quoted President Truman's proposition that, "We shall not . . . finally achieve the ideals for which this Nation was founded so long as any American suffers discrimination as a result of his race, or religion, or color, or the land of origin of his forefathers."

"A majority of the Congress," he continued, "has accepted the proposition that the key civil rights that calls for enforcement today is the right to vote. From it, we are told, other rights and privileges will flower. But the more meaningful fact is that there is no one paramount civil right; all the civil rights are bound up one with another. If the right to vote is secured but is not buttressed by equal opportunity in employment, in education, and in housing, the value of that right will be debased by apathy, ignorance and apparent futility. We must recognize that laws which strengthen the right to vote without doing anything about the pervasive threat of physical intimidation and economic retaliation will not, in a great number of Southern counties, effectively enfranchise Negro citizens."

Our National Purpose -- Emmet J. Hughes

The question can be put most simply: what time is it? What time is it in an historical sense? For I suggest that all of us -- pessimists and optimists, realists and idealists, Democrats and Republicans -- can surely agree on one proposition: if we do not know the hour and the day, we can scarcely know the promise, or the peril, of the moment in which we live, or -- let it be added -- the moment in which we, as a nation, could die.

The time, then, seems marked by three things -- distinct but related. It is, in the broadest and grandest sense, the Age of Explosion. It is also the End of an Era. It is -- most specifically -- a Moment of Peril, perhaps the moment of peril in the life of America.

The Age of Explosion: The sounds and the portents of this are all around us. Plainest of all are the exploding wonders of science. But more than bombs, of course, are exploding: the very lives of almost all nations and empires, nearly all peoples on the earth, are enduring earth-shaking change. All the years since World War II have come to seem almost mere hours in the death-day of old empires -- as 25 new nations have come to birth. Africa echoes with a sustained drum-beat of change -- as 220 million people, some 90% of them unable to read or to write, have moved massively toward rule of their own destinies. Across Latin America, the sweep of revolution has toppled seven dictatorships in just the years since 1955.

And in this Age of Explosion, of course, the revolution in political wills is matched, in headlong force, by the revolution in economic wants. While the population of the world itself explodes in historic number, peoples who strive to be free also -- not illogically -- crave to be fed. But the appetite of course is for much more than food alone. Never in the history of man has the huge army of the world's desires been mobilized to storm such dizzy heights -- an Age of Explosion -- plainly and profoundly. We stand at the End of an Era.

Now, upon the American scene, there appear both new facts and new awareness of them. They mark 1960 -- in the political arena -- as something more than another presidential election year, and -- in the economic arena -- something more than the advent of the promised boom of the new decade. Thus: in the very vocabulary of public discussion, the word "negotiation," as applied to Soviet-American relations, suddenly has no longer seemed to carry an ugly or shameful sound. Thus: in the plain measure of sheer military strength, America has fallen toward a place of secondary power.

Thus: in the equally plain measure of economic power and productivity, America meets ever sharper challenge from the ever growing force of the Soviet economy -- The End of an Era, indeed; and dramatically.

"Long Parade of Illusions"

What is notable about these facts of the immediate past and the immediate future? It is the clear proof that our military lag may be matched or excelled by a historic kind of mental lapse; a lapse and failure of our national capacity to see the world as it is, much less lead or inspire it.

This lapse can be measured by the long parade of our illusions:

- The illusion that somehow both war and negotiation with the Soviet Union could and should be equally avoided.

- The illusion that serious policy was defined by the demand for "sincerity" from an antagonist profoundly and utterly sincere in his hostility.

- The illusion that "liberation" was a rational diplomatic purpose rather than a vulgar political slogan.

- The illusion that Soviet Communism boasted few resources or ingenuities of its own beyond the capacity to foster treason or to steal the military secrets born of a genius that -- by mystic and benign decree of history -- could only be American.

- The illusion that if enough weak and troubled and divided nations affix their signatures to a common treaty some magic alchemy will make the alliance strong.

- The illusion that Soviet Communism was not only an historic menace but also the prodigiously ingenious and inexhaustible creator of all troubles on earth, so that it could be largely forgotten that -- even if Soviet Communism were suddenly and marvelously to vanish utterly -- this fantastic event would indeed have little if any effect upon such matters as: the boundaries of Israel or the boundaries of Kashmir, the allegiance of Algeria or the allegiance of Silesia, the stability of the Spanish dictatorship or the durability of the French Constitution, food for India or markets for Japan, race riots in the Congo or food riots in Calcutta -- the power of Germany -- the size of Russia -- the enigma of China -- or the astigmatism of America.

"The Heart of the Matter"

This is the heart -- the faltering heart -- of the matter. For the rule of democracy demands the sovereignty of truth. This is the law of reason that must govern the conversation of free men. And without true respect for reason, there can be no true discourse, no great decision.

Truth means -- We need serious and honest debate on future policy toward Communist China.

Truth means -- The whole decade of the 1950's has passed without any great debate between Republicans and Democrats on the basic premises or purposes of American foreign policy.

Truth means -- We can only be dismayed and disheartened when our government -- at one and the same time -- pays unprecedented homage and deference to the dictatorship of General Franco in Spain, and professes to be both astonished and concerned by the anti-American passions of revolutionary forces surging through Latin America.

Truth means -- We cannot let our political rhetoric fill the air with such a kind of moralizing as only clouds our politics and confuses our morals. It is time to say to all orators: Please plainly tell us what you think is right, what you think is necessary, and what you think is expedient -- and stop trying to pretend that all three are the same thing.

Truth means -- It is time for Democrats to cease congratulating themselves upon the vagaries and the errors of foreign policy as designed and practiced by their adversaries.

We must -- as a nation and in our nation -- demonstrate an understanding and appreciation of politics as the arena of truly historic decision. This means -- in world affairs -- a keen and profound awareness that not all the guns in the world, nor all the world's food, automatically assure any people's devotion to freedom, for the choosing of freedom is a political act.

Finally, there is the truth that lies beneath all other truths: it is not enough, as a nation, to seem -- it is necessary to be.

Our policies and our politics will command respect in the world only as they command respect at home -- no more, no sooner.

We shall find American diplomacy persuasive in the world when America's own political debate seriously -- and not frivolously -- argues the great matters before us and the world.

The creators of America were, as they had to be for their chosen enterprise, intelligent men. They read widely. They studied thoughtfully. They used words carefully. They reasoned conscientiously. They wrote articulately. They debated earnestly. They respected what they used -- their intelligence. They looked at the world as it was -- not as they wished it to be. They neither feared knowledge -- nor acknowledged fear. And they loved America, the supreme act and creation of their intelligence.

No less an act, and only a like creation, can hold true promise of guarding what they gave.

Our International Image -- The Hon. Richard Bolling

What is wrong with the American people? Somehow or other, we have done what we accuse the doctors and lawyers of doing -- we have overspecialized.

In Congress, we have not considered one piece of legislation that did not represent a conflict of special interests. We have forgotten that each good cause is each other good cause's brother. We have specialized so much we have injured other good causes.

An inadequate piece of civil rights legislation was passed today. (In the eleven years I have served in the Congress only one adequate bill has been passed.) If there had been a secret ballot it would have been defeated. There are no more than 150 people in the House who care about civil rights. We passed the legislation because of a reasonably skillful use of the political process. If in all these years we had been functioning adequately, we would now have a majority in the Congress in favor of civil rights legislation.

What is wrong with a country which is capable of promoting and passing in Congress legislation for ten billions of dollars to build roads when we can't pass legislation to build schools? What is wrong with a country which is incapable of even facing up to the problems of health? What is wrong with a country incapable of looking at the rotten core of every urban area and doing something about it? What is wrong with a citizenry disinterested in foreign policy debates? What is wrong with a country which for the last ten years has seen a relaxed and hopeless attitude in our institutions of higher education? What is wrong with a country that has not one, single, effective, organized radical movement, -- a country which is still living on the ideals the New Deal borrowed from the Progressives and the Bull Moosers? What is wrong with a country that does not even provide a questioning of institutions that have not worked?

I have read Mr. Hughes' book, America the Vincible, and I suggest that perhaps it should be, America, the Tired, the Lazy, the Uninterested.

"The Boil . . . and the Body"

We are living in a sea of clichés that completely surrounds us, and in it we have lost the critical faculty. We are guilty of not looking for new ideas. We have failed to demonstrate to ourselves, first, and to the world, second, that we really believe the professions we make with regard to the worth of man.

In the field of civil rights we should broaden our objectives. We must realize the welfare of each individual in this country is an extremely complex thing. The question is not whether we can slowly make progress in the border and five States of the South. The South is the boil; the U. S. of America is the body. Discrimination does not pertain finally and solely to the Negro. We must come up with better and more skillful approaches.

We need a domestic policy of growth and vitality. The people of the world are looking to the United States and they see nothing new -- nothing new since the New Deal and TVA, -- which was a break-through of the old patterns and the old clichés. We need a new method of accomplishing better what we did not do so well in the past. Recognizing our failures, perhaps we can free ourselves of all the old patterns of mind and move forward with a little more courage and a willingness to be different.

We must recognize that all causes are related. There is no way to take out of the fabric of the American body politic one strand or an inch of strands. They are all linked together to make the whole piece of cloth.

The trouble with us liberals -- Republicans or Democrats -- is that we haven't got a fresh idea. Ideas make the difference in politics and in all life. I do not believe any single person, here or anywhere, can say we have had a fresh approach since 1938. Now that we recognize the moment of peril, I hope we will begin to think.

OBSCENITY AND CENSORSHIP

Speakers : George Soll, Member of the Board, American Civil Liberties Union
Stephen M. Burns, Counsel, Citizens for Decent Literature
Dr. Benjamin Karpman, Chief Psychotherapist, St. Elizabeth's Hospital
Dan Lacy, Director, American Book Publishers Council

Consultants : Helen Raebeck, National Council of Jewish Women
Dr. Marvin P. Malverson, National Council of Churches

Chairman : Dr. Richard B. Kennan, Secretary, Defense Commission, National Education Association

Reporter : Robert W. Frase, American Book Publishers Council

The Issues -- George Soll

Unfortunately, there is relatively little clear writing or thinking on the questions of obscenity vs. censorship. This is mainly due to lack of clear definitions. "Obscene materials" and "smut" are terms frequently used, but they are much too broad and vague to form a satisfactory basis for discussion and analysis. Roughly speaking, there are two distinct types of material referred to under these categories, and it is important to realize this and to specify which types are under consideration. They are:

1) "Hard-core pornography," which is designed solely to titillate, has no literary or artistic purpose and is usually not defended when prosecuted. Examples: the traditional French postcards, and stag movies.

2) "Materials with sexual themes." This breaks down into two sub-categories, but they have in common a literary or artistic purpose and are almost always defended by the publisher when prosecuted -- and usually successfully. The sub-categories are:

a) "Realistic writing," which contains occasional explicit descriptions of sexual episodes; example, Lady Chatterly's Lover.

b) "Immoral themes" which are not explicit in description but have a general theme that may be considered by many people to be immoral. Examples would be the book Lolita, and the movie version of Lady Chatterly's Lover.

What are the basic questions involved in censorship of these types of material? It must be assumed at the outset that in addition to being protected by the Constitution, free speech has a prime social value, and therefore should not lightly be subject to censorship. I myself believe that there are times when censorship is permissible -- for instance, in the case of information related to military security.

The most frequently heard arguments for censorship of materials dealing with sex are: 1) These materials lead to anti-social action -- violation of laws relating to sexual behavior, especially among the young. 2) They result in "harmful thoughts," and thus lower community moral standards. 3) They are offensive, shocking and embarrassing.

I shan't attempt to deal with these arguments in detail, but I do say that about the first -- anti-social action -- there is little or no objective evidence to support this argument. On the second, the question arises as to why the official or unofficial censors who deal with these materials in wholesale lots are not corrupted. And concerning the third, it is probably true that for plays, motion pictures and television, which are experiences shared by a group, there is embarrassment not present when an individual reads the same material.

When it comes to children and youth, other issues are raised. If special protection is to be extended here, to what extent should the government do this, and what responsibility is to be left to the parents? If there is any type of prior review or pre-censorship to protect young people, won't this also prevent authors from presenting their work to adult audiences? Finally, who will be the censors?

Still another question relates to the role of private groups. We must freely admit that such groups have a right to be concerned, and also the right to present their viewpoints to their own members and to the public at large. But other questions arise when "boycott" tactics are used -- that is, economic pressures on distributors not to sell anyone materials to which these groups object. Entirely aside from the legality or illegality of such actions, it would seem that efforts by one group to dictate what materials can be made available to the public at large will lead to communal conflict and strife.

The Protection of Society -- Stephen M. D. Burns

What is the purpose of law? The protection of society. All of our States have laws prohibiting the sale of obscenity. There are also 17 Federal statutes and many international agreements in the same field.

The Supreme Court's Roth decision in 1958 established that obscenity is not protected by the First Amendment, and provided a definition of obscenity. The recent Smith case (1960) added to that definition the requirement that, in order to be prosecuted for distributing obscenity, the defendant must be shown to have known that the material was obscene.

The Citizens for Decent Literature believe that obscenity laws should be enforced -- and that those who violate these laws should be vigorously prosecuted.

Further, the Committee believes that these laws and ordinances on the State and local level should make the distribution of obscenity a misdemeanor rather than a felony. The penalties for misdemeanors are a sufficient deterrent, and prosecution can be more prompt, and judge and jury more reflective of the community sentiment in the area affected, than is the case when the crime is a felony.

A Psychiatrist Looks at the Problem -- Dr. Benjamin Karpman

Discussion of obscenity and censorship must be related to other problems. From the legal viewpoint, obscenity boils down most often to the treatment of sex in an "obscene manner." In a broader sense, obscenity is dirt and sex mixed together, wholly designed to arouse sexual (and dirty) thoughts, excitations, and apparently acts--in legal language, appeal to the prurient interest, without any redeeming ideas of "social importance."

Obscenity, in a general sense, brings in the topic of coprophilia of which, as a neurosis, it is a part. Coprophilia represents the obsessive interest in excretory products and processes, leading to an interest in filth in general. Dirt and sex are commonly associated. Pornography expresses this type of interest. Pornophilia, which is an obsessive or excessive interest in pornographic materials, is only one aspect of coprophilia.

It is my view that people do not develop these neuroses because they chance to read something on the subject, but because of a prior neurotic predisposition in this area. An individual does not become an obscene letter writer because he happens to read here and there some material of obscene content. On the contrary, such interest has its origins in early childhood, and appears later as a neurosis.

Without the proper neurotic soil, there can be no spread of obscene materials and no harm. Obscenity can make no appeal, exert no influence, nor make "converts," except in cases of individuals whose psychological make-up has the necessary specific conditioning.

The law should look upon obscene material as it does on other neurotic manifestations. It is the product of unconscious mentation. Any activity that results from it is properly viewed as a product of mental disease or defect, and should be treated psychiatrically.

Those who create materia pornographica belong to the same neurotic group. There are two sides to the coin -- the desire to make and exhibit obscenity, and the reverse, to look at it.

Furthermore, such interest in obscenity may take another direction -- it may be covered up by a reaction formation. The interest may be denied by bitter opposition to all forms of obscenity -- the same as condemnation and attack against homosexuals can cover up latent or unconscious homosexuality. Crusading against obscenity has an unconscious interest at its base.

Where Do We Draw the Line? -- Dan Lacy

The title of my remarks does not relate to where any line should be drawn, so far as individual choice is concerned, but rather to where a line can be drawn beyond which the power of the State can be used to suppress communication. Where the line is drawn between lawful expression and unlawful expression in this field is possibly less important than how it is drawn, and by whom. The basic requirement is for a legal procedure. This means that there can be no place for private boycotts; no use of banned lists of titles and threats of prosecution by individual public officials like police chiefs and district attorneys; no room for private censorship through industry codes. The determination must be made by a court, with opportunity for appeal to the higher courts.

It is worth while to review here the guide lines that the Supreme Court has laid down in the Roth case, the Smith case, and various other cases acted upon without written opinions subsequent to the Roth case. The Roth decision did, indeed, lay down the proposition that obscenity is not protected by the First Amendment so far as Federal legislation is concerned. But it also made clear that persons accused of distributing alleged obscenity had the right to a court determination as to whether the materials were in fact obscene. The definition of obscenity in the Roth case embraces these factors: 1) An appeal to prurient interest beyond the limits of current community standards, and 2) containing no redeeming social value. Subsequent decisions have indicated that what the Court had in mind was what Mr. Soll has defined as "hard-core pornography." The Smith case added the procedural requirement that to be convicted for distributing obscenity, a dealer must have knowledge of the nature of the material he was distributing.

The requirements that there must be a court decision on obscenity are often not very pleasing to those who urge censorship, who tend to regard the courts as being "too liberal" and too slow. On occasion these people are not beyond trying to bring public pressure on the judiciary, as in the recent case in Ohio in which a campaign was organized to write letters to a judge to influence his opinion in a pending case. It is essential that these decisions be left in the hands of an independent judiciary, because experience has uniformly shown that where censors have administrative powers they are almost always abused, and censorship is extended from hard-core pornography to other kinds of publications as well. For example, when the Detroit Police Department, through pressure on local dealers, exerted complete control over the distribution of paperbound books, the writings of many distinguished American novelists could not be sold in that city in paperback form.

Discussion

Mrs. Raebeck, one of the consultants, said that the experience of her own organization -- the National Council of Jewish Women -- has been that local crusades to ban obscenity almost always tend to expand to other materials to which some kind of objection is raised. The Council, therefore, places a good deal of emphasis not on banning objectionable material, but on making good reading matter more widely available, especially to young people, through better school and public library services.

Another comment from the floor underlined the importance of the positive approach, stressing that convenient access to good literature is of crucial importance to children and young people, and that many millions of them have little or no access to good books through adequate school and public libraries.

LAW ENFORCEMENT AND CIVIL LIBERTIES: ARE THE COURTS SHACKLING THE POLICE?

Speakers : Oliver Gasch, United States Attorney, District of Columbia
Myron G. Ehrlich, Attorney
Professor Robert B. McKay, New York University School of Law

Consultants : Thomas E. Harris, Associate General Counsel, AFL-CIO
Frank D. Reeves, Washington Representative, NAACP Legal Defense Fund

Chairman : Alan Barth, Editorial Writer, The Washington Post

Reporter : Lawrence Speiser, American Civil Liberties Union

The Issues -- Alan Barth

The threat to civil liberties in the United States has shifted away from a neurotic anxiety over the threat of Communist danger, to a neurotic anxiety over lawless elements. In both cases, we have countenanced serious incursions of our rights.

The most alarming aspect is the growing indifference of the public to police trespasses and the inclination to call Constitutional protections mere "legal technicalities."

The basic issue is whether or not the lawless elements in our communities can be controlled while the Constitutional rights both of the citizens and of the suspects are protected. It is apparent now that Constitutional rights are not being protected; the evidence lies in the shocking statistics of thousands of police arrests on "suspicion" or for "investigation," even though there is no probable cause on which to base an arrest.

Police Work and the Bill of Rights -- Oliver Gasch

The provisions of the Bill of Rights are limitations upon the power of the Federal Government, but they do not serve as a restriction applicable to State cases. For this reason, and because of the supervisory power of the Supreme Court over the Federal Courts, law enforcement in the District of Columbia, a Federal jurisdiction, is confronted with unique difficulties and unique responsibilities.

Because of this, I thought it would be of interest to you to know what progress is being made towards meeting these challenges.

Law enforcement, generally, is no stronger than the police force on which the prosecutor must depend. Roughly 85% of our criminal cases are cases from the Police Department. Many of these involve substantial questions in the field of search and seizure, as well as in the field of arrest and arraignment.

Since the Mallory decision -- requiring that arrested persons be immediately taken to a magistrate to be informed of their rights -- was handed down by the Supreme Court about three years ago, the United States Attorney's office in Washington has instituted a series of lectures for all policemen, instructing them what they may, or may not, do in the investigation of a crime. These lectures are based on questions which came from the policemen themselves -- questions that broke down into three groups: searches and seizures with warrants, searches and seizures incident to lawful arrests, and emergency situations.

Although "Mallory" questions, that is to say confessions or admissions, are of controlling importance in probably less than 5% of our criminal prosecutions, our police make extensive investigations prior to arrest of suspects. It has been emphasized to the force that they may arrest only on probable cause and that persons arrested should be given a preliminary hearing without unnecessary delay.

Our policemen have benefited by these lectures. Searches and seizures are now bottomed upon a search warrant. Police work generally is more thorough and exact, and reliance upon confessions has been minimized. It must be mentioned, however, that in some instances we have been unable to go forward with cases in which we felt that we were largely dependent upon a confession, and the confession was inadmissible under the Mallory doctrine. Pleas to lesser offenses have been accepted; recovery of stolen property has been hampered; and from the police standpoint, their ability to clear through interrogation other offenses in which the individual was believed involved has been reduced.

"That Justice Shall Be Done"

Recent statistics released by the FBI contain the alarming indication that serious crime in the District has risen about 21.7% during the past year. Without careful analysis, I cannot say whether this rise in crime is to any degree attributable to the strict character of our decisional law. Other factors, such as the reduced number of boys' clubs and the understaffed situation of our Juvenile Court, are certainly present. It is too speculative to say that more crimes are committed because of the evidentiary difficulties confronting law officers.

As a matter of fact, before the Mallory decision the District of Columbia Police Department had an outstandingly high average crime solution rate -- and they still have it. This is a great tribute to Chief Murray and his men.

We must remember a statement of the Supreme Court some years ago in the Berger case: "The interest of the United States Attorney in a criminal prosecution is not that he shall win a case but that justice shall be done. As such he is in a particular and very definite sense the servant of the law, the two-fold aim of which is that guilt shall not escape nor innocence suffer."

We must bear in mind, too, that civil rights thrive only where there is effective and intelligent law enforcement.

Compelled and Coerced Confessions -- Myron G. Ehrlich

What is the difference between a confession that is compelled and one that is coerced? A compelled confession is one that is obtained by force. Today we do not compel a suspect to confess by beating him; instead we keep him in custody for a week or ten days and we browbeat him.

It took 160 years for the Supreme Court to do something about compelled confessions in State courts. A confession, to be admissible in evidence against a person, must have been made freely and voluntarily. In the District of Columbia there are two kinds of confessions that are not admissible: those that are compelled or coerced -- involuntary; and even voluntary confessions if the accused has not been taken before a magistrate.

But confessions make convictions easier -- I've never seen a jury ignore one. The police have a right to interrogate, a right to question suspects. But -- with certain exceptions -- they are required, under the Fourth Amendment, to show "probable cause" or reasonable grounds for belief that a person is involved in a crime before they make an arrest or search. There is no exact definition of "probable cause." In a recent murder case, the police arrested 40 suspects for questioning. They later released 36 of them. It seems apparent that they did not have any probable cause to make any of those initial arrests.

After 35 years of practice in criminal law, I have come to believe that the police practice of arresting individuals in order to interrogate them, without probable cause and without taking them before a magistrate to be informed of their rights, is the worst example of man's inhumanity to man.

The Case for the Accused -- Robert B. McKay

The United States Supreme Court is no stranger to criticism. Ever since 1789 the Court's important decisions have frequently met with at least adverse, and often vituperative, rejoinder.

Today some of the sharpest jabs come from other judges, from lawyers, from law professors and from Federal and State officials charged with the detection, prosecution and conviction of criminals. I propose to discuss primarily the serious charges of police officers and prosecuting attorneys who assert that the rulings of the Supreme Court handcuff police while allowing criminals too great license to ply their unlawful trade.

Now, it must be remembered that the police and prosecutors are necessarily partisan advocates. It must always seem easier to them to seek evidence in the most direct ways, including arrest and search without warrant, indefinite periods of detention for questioning without counsel, and even the use of coercive methods to "encourage" a suspect to "volunteer" details of his participation in crime.

Police officers have argued that criminals would operate without restraint if these "essential" tools were denied them. I suggest that this argument does not disqualify others from disagreeing as to the ultimate solution. The issue here is not exclusively one of efficiency in detection and punishment, or even prevention, of crime. Society recognizes larger values as well. In our case these are matters of Constitutional status, ever subject to watchful definition and redefinition by the courts.

The problem is that redefinition seems to mean a constant enlargement of the protection of individual liberties, and the police may reasonably ask how it is that the Constitution's guarantees do not stay the same, but are always increasing -- and at the expense of law and order?

The answer is that many of the Bill of Rights' provisions do not provide definite answers for all time; on some issues there can be no single solution that is forever the correct one. So questions before the Court typically involve judgment, not only on the facts of the case, but also with regard to the general needs of society -- both law enforcement and individual liberty.

Secondly, in limiting the powers of the government, the Bill of Rights lays out absolute terms, and the Court holds that these are the announced rules within which police and prosecutors must operate in order that the higher values be preserved. And it is interesting that, although more rigorous standards are imposed upon Federal officials than on their State counterparts, nobody argues that State law enforcement is more effective than Federal. Indeed, I suggest that the cumulative force of this body of rules provides a testament to the willingness of the American democracy to stand in performance behind the principles which it proclaims to the world.

Six "Commandments"

Like the Ten Commandments of the Old Testament, the Bill of Rights expresses basic law in absolute terms. Its quality is imperative. It can be outlined as:

I. Thou shalt not invade the privacy of any man's mind, heart, or conscience. (This applies to the police context of the present discussion, and also is relevant whenever officials overemphasize the State's legitimate interest in peace and order to deny the right of assembly or other activities of dissident political or religious groups.)

II. Thou shalt not, except with warrant issued upon reasonable cause, invade the privacy of any man's home or person.

III. Thou shalt not unduly detain any man, except briefly and in necessity, without the making of formal charges against him.

IV. Thou shalt not, during the proper detention of any man, extract from him by coercive means any evidence to be used against him.

V. Thou shalt not deny to any man process of the law that is full and fair.

VI. Thou shalt not put upon any man excessive bail, excessive fines, or cruel and unusual punishment.

The motivation for all these guarantees is that of assuring a fair balance between the conceded police necessities of the State and the equally compelling needs to preserve human dignity and integrity.

Agencies registered at the 1960 Clearing House Conference (continued from back cover):

National Council of Jewish Women
National Council of Negro Women
National Education Association
    Defense Commission
    Department of Classroom Teachers
    Department of Rural Education
National Farmers Union
National Jewish Welfare Board
National Lutheran Council
National Religion and Labor Foundation
National Urban League
President's Committee on Government Contracts
Prince George's County Memorial Library
Religious Society of Friends -
    Ridgewood Meeting
Senate Subcommittee on Constitutional Rights
Sidney Hillman Foundation
Southern Regional Council, Inc.
Temple Sinai, Social Action Committee
Textile Workers Union of America, AFL-CIO
Unitarian Fellowship for Social Justice
United Automobile Workers of America,
    AFL-CIO
United Church of Christ
United Church Women
United Presbyterian Church, U. S. A.
U. S. Commission on Civil Rights
U. S. Conference of Mayors
U. S. Department of Justice
U. S. Department of Labor
U. S. Department of the Navy
U. S. Housing and Home Finance Agency
U. S. Information Agency
U. S. Post Office Department
U. S. Veterans Administration
United Steelworkers of America, AFL-CIO
Virginia Council on Human Relations
Virginia State Conference, NAACP Branches
Washington Bar Association
Walter Brooks Baptist Fellowship
Washington Ethical Society
Washington Fellowship
Washington Urban League
Women's International League for Peace
    and Freedom
Y. W. C. A., National Board

COMMITTEES FOR THE CONFERENCE

Chairman : Herman Edelsberg, Anti-Defamation League of B'nai B'rith

Co-chairmen for the Conference : Dr. Richard B. Kennan, National Education Association Defense Commission
Clarence Mitchell, N. A. A. C. P.

Arrangements : Olinda Roettger, chairman; Rosaline Fisher, Grace Jones

Attendance : William Korey, chairman; Russell Bradley, Dr. A. E. Croft, Ethel Payne

Conference Report : Moe Hoffman, chairman; Mary Blanshard, David A. Brody, Robert E. Frase, Lawrence Speiser

Hospitality : Julia Thompson, chairman; Dorothy Guinn, Olya Margolin, Aretha McKinley, Martha Wildhack

Literature : Dr. Edwin W. Davis, chairman; Robert J. Greene, Shirley Koteen, Florence Schott, Don Slaiman, Helen Steinbarger

Press : Irma Piepho, chairman; Norma Gordon, Penelope Wright

Program : Dr. Kennan, Mr. Mitchell; H. H. Bookbinder, Dr. Fred S. Buschmeyer, Edward D. Hollander, Louis Joughin, Germaine Krettek, Irvin Lechliter, Roy H. Millenson, Mr. Speiser, William L. Taylor, Sterling Tucker

Registration : Martha Aries, chairman; Lucille Bell, Eva Sofer, Edna Strauss

Executive Director : Mary Alice Baldinger

The following agencies were registered as sending representatives or observers to the twelfth annual National Civil Liberties Clearing House Conference:

All Souls Unitarian Church
Amalgamated Clothing Workers of America, AFL-CIO
American Association for the United Nations
American Association of University Professors
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Council on Human Rights
American Ethical Union
American Federation of Labor - Congress of Industrial Organizations
American Federation of State, County and Municipal Employees, AFL-CIO
American Friends Service Committee
American Humanist Association
American Jewish Committee
American Jewish Congress
American Library Association
American National Red Cross
American Newspaper Guild, AFL-CIO
American Nurses Association
American Veterans Committee, Inc.
Americans for Democratic Action
A. M. E. Zion Church
Anti-Defamation League of B'nai B'rith
Arlington County Public Library
Association for Childhood Education, International
Association for Higher Education
Atlantic Union Committee, Inc.
Baptist Joint Committee on Public Affairs
Bethesda Congregational Church
B'nai B'rith
B'nai B'rith Women
Church of the Brethren
Communications Workers of America, AFL-CIO
Council of Churches, National Capital Area
Council of State Governments
Delta Sigma Theta
District of Columbia
Council on Human Relations
Public Schools
Fairfax County Council on Human Relations
Fairfax County Public Library
Friends Committee on National Legislation
Friends Committee on Race Relations
General Alliance of Unitarian Women
Greater Washington Central Labor Council
Hadassah
Hotel and Restaurant Employees, AFL-CIO
Howard University School of Law
Industrial Union Department, AFL-CIO
International Affairs Seminar
International Labor Office
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Japanese American Citizens League
Jewish Community Council of Greater Washington
Jewish War Veterans of the U. S. A.
League of Women Voters
Lutheran Church - Missouri Synod, Department of Public Relations
Lutheran Human Relations Association of America
Maryland Civil Liberties Committee
Methodist Church
Baltimore Conference
Board of Temperance
Women's Division, Board of Missions
National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Women Deans and Counsellors
National Association of Intergroup Relations Officials
National Association of Social Workers
National Community Relations Advisory Council
National Conference of Christians and Jews
National Congress of American Indians
National Consumers League
National Council for American - Italian Friendship, Inc.
National Council on Agricultural Life and Labor
National Council of Catholic Women
National Council of Churches

(continued on inside cover)

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Avenue, N.W. Washington 6, D.C.

DUpont 7-6300

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

twelfth annual conference

March 24 and 25, 1960
Hotel Sheraton Carlton
Washington, D. C.

Program — *The Crystal Room*

Thursday, March 24

1:00 p.m. *Registration desks open*

2:00 p.m. Call to order ..... HERMAN EDELSBERG,
Chairman, National Civil Liberties Clearing House;
Director, Washington Office, Anti-Defamation League of B'nai B'rith

CIVIL RIGHTS—FACTS AND FORECASTS

Chairman: CLARENCE MITCHELL, *Director, Washington Bureau, National Association for the Advancement of Colored People*

An American Tries to Vote ..... DR. DANIEL W. WYNN,
Chaplain, Tuskegee Institute

Can We Break Through the Segregation Stalemate?
HAROLD C. FLEMING,
Executive Director, Southern Regional Council

The Congressional Facts of Life ... REPRESENTATIVE JAMES ROOSEVELT

New Law and Old Traditions ..... LAWRENCE E. WALSH,
U. S. Deputy Attorney General

Resource Persons: ARNOLD ARONSON, *National Community Relations Advisory Council*
ROWLAND WATTS, *American Civil Liberties Union*

Conference Discussion

6:30 p.m. *Registration*

7:00 p.m. Dinner meeting ..... MR. EDELSBERG, *presiding*

THE PROMISE OF AMERICAN LIFE, 1960

OUR NATIONAL PURPOSE — OUR INTERNATIONAL IMAGE

THE HON. RICHARD BOLLING,
Member of Congress

EMMET J. HUGHES,
Chief, Foreign Correspondents, TIME-LIFE,
Author, AMERICA THE VINCIBLE

Friday, March 25

9:00 a.m. *Registration*

9:30 a.m. OBSCENITY AND CENSORSHIP

Chairman: DR. RICHARD B. KENNAN, *Secretary, Defense Commission, National Education Association*

The Issues ..... GEORGE SOLL, *Board Member, American Civil Liberties Union*

Can't We Outlaw Smut? ..... CHARLES H. KEATING, JR., *Chairman, Citizens for Decent Literature, Inc.*

A Psychiatrist Looks at the Problem ..... DR. BENJAMIN KARPMAN, *Chief Psychotherapist, St. Elizabeth's Hospital*

Where Do We Draw the Line? ..... DAN LACY, *Director, American Book Publishers Council*

Resource Persons: HELEN RAEBECK, *National Council of Jewish Women*
DR. CLAUD NELSON, *National Council of Churches*

Conference Discussion

12:15 p.m. Luncheon meeting ..... MRS. EDELSBERG, *presiding*

LAW ENFORCEMENT AND CIVIL LIBERTIES:
ARE THE COURTS SHACKLING THE POLICE?

The Issues ..... ALAN BARTH, *Editorial writer, The Washington POST; author,* THE LOYALTY OF FREE MEN

Police Work and the Bill of Rights ..... OLIVER GASCH, *United States Attorney, District of Columbia*

Wiretapping—Who, What, How? ..... SAM DASH, *Author,* THE EAVESDROPPERS

The Case for the Accused ..... PROF. ROBERT B. MCKAY, *School of Law, New York University*

Resource Persons: THOMAS E. HARRIS, *AFL-CIO*
FRANK REEVES, *Washington Representative, NAACP Legal Defense Fund*

Conference Discussion

4:30 p.m. Adjournment

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Co-Chairman for the Conference ..... RICHARD B. KENNAN and CLARENCE MITCHELL

Arrangements ..... OLINDA ROETTGER, *chairman;* ROSALINE FISHER, GRACE S. JONES

Attendance ..... WILLIAM KOREY, *chairman;* RUSSELL BRADLEY, DR. ALBERT E. CROFT, ETHEL PAYNE

Conference Report ..... MOE HOFFMAN, *chairman;* MARY BLANSHARD, DAVID A. BRODY, ROBERT E. FRASE, LAWRENCE SPEISER

Hospitality ..... JULIA THOMPSON, *chairman;* DOROTHY GUINN, OLYA MARGOLIN, ARETHA McKINLEY; MARTHA WILDHACK

Literature ..... DR. EDWIN W. DAVIS, *chairman;* ROBERT J. GREENE, SHIRLEY KOTEEN, FLORENCE SCHOTT, DON SLAIMAN, HELEN STEINBARGER

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Program ..... DR. KENNAN, MR. MITCHELL, H. H. BOOKBINDER, DR. FRED S. BUSCHMEYER, EDWARD D. HOLLANDER, LOUIS JOUGHIN, GERMAINE KRETTEK, IRVIN LECHLITER, ROY H. MILLENSON, LAWRENCE SPEISER, WILLIAM L. TAYLOR, STERLING TUCKER

Registration and Information ..... MARTHA ARIES, *chairman;* LUCILLE BELL, FRANCES NEELY, EVA SOFER, EDNA STRAUSS

Executive Director ..... MARY ALICE BALDINGER

(Flowers by courtesy of FLOWERS, Inc.)

Agencies which were registered as having representatives or observers at the National Civil Liberties Clearing House Conference in 1959 included:

Adult Education Association
African Methodist Episcopal Zion Church
Amalgamated Clothing Workers of America, AFL-CIO
American Association for the United Nations
American Association of University Professors
American Baptist Convention, Council on Christian Social Progress
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Ethical Union
American Federation of Labor—Congress of Industrial Organizations
AFL-CIO Auxiliaries
AFL-CIO Industrial Union Department
American Federation of State, County and Municipal Employees, AFL-CIO.
American Federation of Teachers, AFL-CIO, Local 189
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Library Association
American National Red Cross
American Nurses Association
American Veterans Committee, Inc.
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Association for Higher Education
Association on American Indian Affairs
Atlantic Union Committee
Baptist Joint Committee on Public Affairs
Bureau of Social Science Research, Inc.
Commission on Civil Rights
Committee for Return of Confiscated German and Japanese Property
Communications Workers of America, AFL-CIO
Council of Churches, National Capital Area
Democratic National Committee
District of Columbia
Commissioners' Council on Human Relations
Commissioners' Youth Council
Public Schools
Engineers and Scientists of America
Fairfax County Council on Human Relations
Fisk University
Five Years Meeting of Friends
Friends Committee on National Legislation
Friends Committee on Race Relations
Fund for the Advancement of Education
Fund for the Republic
General Alliance of Unitarian Women
Governmental Affairs Institute
Greater Washington Central Labor Union
Hadassah
Howard University
International Labor Office
International Union of Electrical, Radio and Machine Workers, AFL-CIO
International Union of Operating Engineers, Local 77
Japanese American Citizens League
Jewish Community Council of Greater Washington
Jewish Labor Committee
Jewish War Veterans of the U.S.A.
League of Women Voters
Lutheran Church—Missouri Synod, Department of Public Relations
Methodist Church, Board of Missions
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National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Colored Women's Clubs
National Association of Intergroup Relations Officials
National Association of Social Workers
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council for American-Italian Friendship, Inc.
National Council on Agricultural Life and Labor
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
Defense Commission
Department of Classroom Teachers
Department of Rural Education
National Federation of Temple Sisterhoods
National Jewish Welfare Board
National Lutheran Council
National Religion and Labor Foundation
National Service Board for Religious Objectors
National Urban League
National Women's Conference, American Ethical Union
Neighbors, Inc.
Presbyterian Church, U. S., Board of Christian Education
President's Committee on Employment Policy
President's Committee on Government Contracts
Prince William County Council on Human Relations
Senate Small Business Subcommittee
Senate Subcommittee on Constitutional Rights
Seventh Day Adventists, Columbia Union Conference
Southern Regional Council, Inc.
Students for Democratic Action
Textile Workers Union of America, AFL-CIO
Unitarian Fellowship for Social Justice
Unitarian Laymen's League
Unitarian Service Committee
United Automobile Workers of America, AFL-CIO
United Church of Christ
United Church Women
United Presbyterian Church, U. S. A., Department of Social Education & Action
United Rubber Workers of America, AFL-CIO
U. S. Department of Defense
U. S. Housing and Home Finance Agency
U. S. Information Agency
U. S. Department of Justice, Civil Rights Division
U. S. Department of Labor
U. S. Veterans Administration
United Steelworkers of America, AFL-CIO
Virginia Council on Human Relations
Virginia State Conference, NAACP Branches
Virginia White Speel Republican Women's Clubs
Washington Fellowship
Washington & Vicinity Federation of Women's Clubs
White House Conference on Children & Youth
Women's Alliance, All Souls Church
Women's International League for Peace and Freedom
Y. W. C. A., National Board

The National Civil Liberties Clearing House

. . . is a voluntary association of independent national organizations for the promotion of knowledge and the exchange of factual information, educational materials, opinions and ideas in the fields of civil liberties, civil rights, intellectual freedom and other human rights.

. . . is limited both in its continuing program and its annual conferences to the promotion of education and the exchange of information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its Conferences on Civil Liberties to bring together representatives of its associated groups and other invited agencies for free, full and informed inter-organizational discussions and analysis of current issues, and for consideration of ways by which they may help to strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

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Executive Director
MARY ALICE BALDINGER

April 1, 1960.

Mr. Harold C. Fleming,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Harold:

This brings you my very sincerest thanks for coming up to our conference, and for the outstanding talk you gave for us.

Did you have a chance to see the Washington Post for the next morning? Whether you did or not, I'm sending you this clipping of Elsie Carper's piece; I think she showed excellent judgment in the way she pegged it to your talk.

I see by the reports on the White House Youth Conference that you've been sick; whatever may have ailed you, I do hope that you're all over it and bright-eyed and bushy-tailed again.

And I hope that the next time our paths cross, we'll have at least a few minutes for decent conversation; I surely didn't get to trade any talk with you at the conference, and I wish I could have.

Thanks again; get well, and stay well.

Yours,

Mary Alice

Mary Alice Baldinger.

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Report of the Committee on Nominations for 1960-1961

(Under the constitution of the National Civil Liberties Clearing House, its elected officers are: a chairman, four vice chairmen, a secretary, a treasurer, and six members of the Administrative Committee. Officers and Administrative Committee members are elected annually for a term of one year, and shall not serve in any office for more than three consecutive years.

The constitution also provides that nominations in addition to the slate presented by the Nominating Committee may be submitted by associated organizations through July 15; that such nominations shall be approved by the Nominating Committee before they are placed on the ballot; and that election shall be by mail ballot in August, and term of office shall begin in September of each year.)

The Nominating Committee recommends the following slate of officers for 1960-61:

Chairman: Dr. Fred S. Buschmeyer, National Council of Churches

Vice Chairmen:

Civil Liberties: Lawrence Speiser, American Civil Liberties Union

Civil Rights: Clarence Mitchell, National Association for the Advancement of Colored People

Human Rights: Roy H. Millenson, American Jewish Committee

Intellectual Freedom: Dr. Louis Joughin, American Association of University Professors

Secretary: William L. Taylor, Americans for Democratic Action

Treasurer: Moe Hoffman, National Jewish Welfare Board

Administrative Committee: Kenneth Birkhead, Research & Education Committee for a Free World, and American Veterans Committee
Thomas E. Harris, AFL-CIO
Germaine Krettek, American Library Association
Olya Margolin, National Council of Jewish Women
Theodor Schuchat, Social Legislation Information Service
Paul Sifton, United Automobile Workers of America

For the Nominating Committee:

Edward Snyder, Friends Comm. on National Legislation, chairman
Herman Edelsberg, Anti-Defamation League of B'nai B'rith
Martha Mills, League of Women Voters
Francis Pohlhaus, NAACP
Olinda Roettger, Lutheran Church - Missouri Synod

Minutes June 8, 1960

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House met on Wednesday, June 8, 1960, at the Washington POST's Community Room, with the following attendance: Herman Edelsberg, Anti-Defamation League of B'nai B'rith, chairman; Mrs. James W. Irwin, National Board, Y.W.C.A.; Edward F. Snyder, J. Stuart Innerst, and Frances Neely, Friends Committee on National Legislation; Louise Stitt, National Consumers League; Olya Margolin, National Council of Jewish Women, Norma J. Gordon, American Nurses Association; Ada Wardlaw, Women's International League for Peace and Freedom; Louis Joughin and Bertram H. Davis, American Association of University Professors; A. Burns Chalmers, American Friends Service Committee; Eva B. Weitzer, Jewish War Veterans; Leonard P. Aries and Russell Bradley, National Conference of Christians and Jews; Ida May Born, Girl Scouts of the USA; Rosaline Fisher, League of Women Voters; Margaret P. McCane, Congregational Christian Churches Social Action Committee; Henry E. Butler, Jr., and Richard Morgan, National Education Association Defense Commission; Theodore Schuchat and Phyllis Rozman, Social Legislation Information Service.

Roy H. Millenson and Robert Greene, American Jewish Committee; Lawrence Speiser, American Civil Liberties Union; Olinda Roettger, Lutheran Church - Missouri Synod; J. Arnold Feldman, American Veterans Committee; William Taylor, Americans for Democratic Action; Mrs. Josephine H. Kyles, A.M.E. Zion Church; John W. Edelman, Textile Workers Union of America; AFL-CIO; Robert W. Frase, American Book Publishers Council; Belva Simmons, Senate Subcommittee on Constitutional Rights; Thomas E. Harris, AFL-CIO; George Jay Joseph, Temple Sinai Social Action Committee; Alan Barth; Mary Alice Baldinger for the office.

July Meeting: Next meeting of the Clearing House will be held in the Community Room on Wednesday, July 6, 2 to 4 o'clock.

Report of the Nominating Committee for 1960-61: Edward Snyder of the Friends Committee on National Legislation submitted the report of the 1960-61 Nominating Committee, which is composed of himself as chairman, Herman Edelsberg, Martha Mills, League of Women Voters; J. Francis Pohlhaus, NAACP; and Olinda Roettger, Lutheran Church - Missouri Synod.

A copy of the committee's proposed slate is attached.

Mr. Snyder noted that the slate will be open for additional nominations from associated organizations through July 15; that such nominations, under the constitution, must be approved by the Nominating Committee before being placed on the ballot; and that election will take place by mail ballot in August. He expressed the appreciation of the Clearing House to those officers who, since they have served for three consecutive years, were not eligible for re-nomination -- the chairman; Dr. Robert Van Deusen of the National Lutheran Council; Miss Virginia Kinnaird of the NEA Defense Commission; and Miss Julia Thompson of the American Nurses Association.

Memento to Mr. Edelsberg: Alan Barth, speaking in behalf of the Clearing House and the Administrative Committee, presented Mr. Edelsberg with an engraved gavel as a token of appreciation of his service to the organization. He noted that Mr. Edelsberg had been active in the Clearing House ever since its founding, as a member of the Administrative Committee, as treasurer, as a vice chairman, and for more than three years as chairman, since he first assumed that office to complete the unexpired term of the late Dr. Earl Adams.

Current Issues: Miss Elsie Carper, Washington POST reporter who has covered desegregation developments throughout the South for the past several years, presented "A Reporter's Views of the Sit-Ins."

Lawrence Speiser of the American Civil Liberties Union spoke on "A New Look at the Un-American Activities Committee."

William Taylor of Americans for Democratic Action discussed "Politics, Free Speech and Television."

These reports will be summarized in the next issue of the Civil Liberties Bulletin.

Current Materials: On request, the office will send out its few remaining copies of material distributed at the meeting -- Publications of the American Jewish Committee, a bibliography of reprints and original publications dealing with reducing discrimination, protecting democratic processes, overcoming bigotry and improving intergroup relations; and Legislation, the Law Today, and Wiretapping, a memorandum and analysis by the Senate Subcommittee on Constitutional Rights.

National Civil Liberties Clearing House

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ALAN BARTH
ELEANOR BONTECOU
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•

Executive Director
MARY ALICE BALDINGER

June 15, 1960.

Mr. Harold Fleming,
Southern Regional Council, Inc.,
63 Auburn Ave., North East,
Atlanta 3, Ga.

Dear Harold:

THANK YOU!

Yours,

Mary Alice

Mary Alice Baldinger.

June 8, 1960

Miss Mary Alice Baldinger
National Civil Liberties Clearing
House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

I can't imagine how you ever got to be not on our mailing list, but you bet I can fix it.

In fact, I already have.

As evidence of good faith, I'm enclosing a copy of the report that the Times treated so well.

All the best.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

June 6, 1960.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Harold:

I see by today's TIMES that the SRC has got out a report on the state of business at stores that have desegregated their lunch counters; and very good it sounds.

Evidently I am no longer on the list that your reports go to.

I wish I were.

Could you fix it?

Thanks, and as always,

Sincerely yours,

Mary Alice

Mary Alice Baldinger.

June 23, 1960

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

Under separate cover I am mailing 50 copies of School Desegregation: The First Six Years, as you have requested.

The pamphlet sells for .20 a copy; hense, 50 copies will cost the Clearing House $10.00. We are pleased to be of service to you and your efforts.

Sincerely,

(Mrs.) Mildred Flowers
Secretary to the Director

MF

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

Please do - and bill at cost. H.

June 21, 1960.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave., N.E.,
Atlanta 3, Ga.

Dear Harodl:

I thank you for getting me put on your mail list.

And I thank you for School Desegregation -- The First Six Years, which arrived this morning and which is a superb piece of work.

@ .20 ea = $10.00

I would like to have 50 copies for the July 6 Clearing House meeting, if possible.

Could you pass this note along to your staff person for such things, and ask him to ship them and bill me?

Thanks, and all the best.

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

20

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Executive Director
MARY ALICE BALDINGER

June 29, 1960.

Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Mr. Flowers —

Attached check for $10 covers cost of copies of School Desegregation - The First Six Years, ordered by the National Civil Liberties Clearing House for distribution to associated organizations.

RHA 7/7/60

Mary Alice Baldinger

Mary Alice Baldinger.

July 13, 1960

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

While I am not deeply informed myself about the status and prospects of savings and loan associations serving Negroes, I can suggest several people who are.

AVC's interest in the idea was largely stimulated by Robert Thompson of the Atlanta Urban League, 239 Auburn Avenue, N. E., Atlanta. Bob's proposal grew out of the need for more and better financing of housing for Negroes in the South. He has told me, by the way, the Mississippi Association is not federalized and thus it would not be wise for anyone to deposit large sums there.

Probably the most knowledgeable person about Negro-owned-and-managed loan associations is J. B. Blayton, Sr., of the Mutual Federal Savings and Loan Association, 205 Auburn Avenue, N. E., Atlanta. The information and advice he could give should be most helpful.

Finally, Dr. F. D. Patterson, president of the Phelps-Stokes Fund, 297 Park Avenue, South, New York, is very much interested in these questions (he is a leader of the National Negro Business League.) My

understanding is that Patterson is exploring ways in which associations might be established throughout the South in communities which have appreciable Negro populations. His efforts are the closest thing I know of to the community approach. I should think the interested agencies would certainly want to be in touch with him.

Best regards.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

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Executive Director
MARY ALICE BALDINGER

J B Blayton
MFS+L 205 Auburn
F D Patterson

July 8, 1960.

Mr. Harold Fleming,
Southern Regional Council,
63 Auburn Ave., N. E.,
Atlanta 3, Ga.

Dear Harold:

The American Veterans Committee and other organizations are interested in and want to learn more about the savings and loan associations that are being established, as in Jackson, Miss., for the purpose, as I understand it, of making loans to Negroes who are being deprived of their community's normal credit sources.

AVC, for one, has had inquiries from members on the advisability of investing their funds in such associations. It would like to know more about them, their backgrounds and their possibilities, and whether it should support them; and if so, to what extent, and how?

Can you tell us about them; or if you can't, refer us to some other source of information?

Is there, do you know, any group or committee that is working on this? If not, would the establishment of such a committee be a helpful thing? I think you were at a Washington luncheon arranged by Oscar Lee of the National Council of Churches a few years ago. Out of it was supposed to come a committee that would work on helping Negroes against such economic reprisals.

I have written Dr. Lee to ask if that group still functions and whether it would have any information of the sort we want; but I'll be most grateful for your advice and opinion, too.

All the best,

Yours,

Mary Alice

Mary Alice Baldinger,
Executive Director.

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Minutes July 6, 1960

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House held its regular meeting on Wednesday, July 6, 1960, at the Washington POST Community Room, with the following attendance: Herman Edelsberg, Anti-Defamation League of B'nai B'rith, chairman; Dr. Fred S. Buschmeyer, National Council of Churches; J. Harold Sherk, National Service Board for Religious Objectors; Olya Margolin, National Council of Jewish Women; Thomas E. Harris, AFL-CIO; Alan Barth; Julia Thompson, American Nurses Association; Mrs. Helen Schroyer, Women's International League for Peace and Freedom; Dr. Myrtle Grays, Association of Deans of Women; Roy Millenson, American Jewish Committee; J. Francis Pohlhaus, NAACP; Mrs. Margaret McCane, United Church of Christ; Dorothy Guinn, National Council of Negro Women; Frances Neely and Connie Longshore, Friends Committee on National Legislation.

Russell Bradley, National Conference of Christians and Jews; Rosaline Fisher, D. C. League of Women Voters; Grace Jones, Methodist Church, Women's Division; Rudolph Danstedt, National Association of Social Workers; Irvin Lechliter; Eva Sofer, National Jewish Welfare Board; Penelope Wright; Olinda Roettger, Lutheran Church - Missouri Synod; Alma Scurlock, D. C. Council on Human Relations; Gladys Irwin, YWCA National Board; Margery Ware, Neighbors, Inc.; Josephine Kyles, A.M.E. Zion Church; Mary Alice Baldinger for the office.

Next Meeting: The meeting voted for an August recess, unless the Administrative Committee determines that a session before September is advisable.

Nominations for Office: The chairman announced that to date no nominations have been received in addition to the slate presented at the June meeting, which was sent to all associated organizations with the minutes of that meeting. The slate remains open for additional nominations through July 15.

Program: Topics presented and discussed at the meeting were:

1) A Report on the Voting and Election Laws -- Henry Putzel, Chief of the Voting and Elections Section, Civil Rights Division, Justice Department.

2) Free Speech Issues in Union Political Action -- Thomas E. Harris, Associate General Counsel, AFL-CIO.

3) Changing Neighborhoods -- James B. Banks, Chief of the Rehabilitation and Project Management Division, D. C. Redevelopment Land Agency.

Current Materials: The office will send out on request its remaining copies of the publications distributed at the meeting:

1) School Desegregation - The First Six Years: The Southern Regional Council's resume of the major questions that have arisen since the Supreme Court decisions, prepared in an effort to put them into perspective for thoughtful Southerners. Also carries the text of the pertinent decisions of 1954, 1955, 1958 and 1959, and a reading list of books and articles.

2) The Civil Rights Story -- a concise review of civil rights developments from October 1958 through September 1959, by the American Jewish Committee.

3) The Senate Subcommittee on Constitutional Rights' "info-memo" on the status of various civil liberties bills as of the date that Congress recessed.

-- Herman Edelsberg, Chairman.
Mary Alice Baldinger, Exec. Dir.

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

July 15, 1960.

Mr. Harold C. Fleming,
Executive Director,
Southern Regional Council,
Room 432, 63 Auburn Ave., N E,
Atlanta 3, Ga.

Dear Harold:

Thanks indeed for your good helpful letter on possible sources of information about the savings and loan associations designed to provide housing credit aid to Negroes.

I have sent it along to Arnold Feldman of the AVC office here. He is going to make an investigation of the matter, beginning with your leads, and it ought to be productive; he is an intelligent fellow.

He'll make a report on it to the Clearing House in September, when it meets next, as well as to AVC. I'll see that whatever he comes up with is transmitted to you, too, since I'm sure you'll want to be informed.

Thanks again, and best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger.

Minutes November 2, 1960

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House met at the Washington POST Community Room on November 2, 1960, with the following attendance: Dr. Fred S. Buschmeyer, National Council of Churches, presiding; J. Arnold Feldman, American Veterans Committee; John Gunther, U.S. Conference of Mayors; Joseph H. Reason, Germaine Krettek, Helen Steinbarger, American Library Association; J. Francis Pohlhaus, NAACP; Theodor Schuchat, Social Legislation Information Service; Norma J. Gordon, American Nurses Association; Mrs. Luigi Petrillo, Betty Douglas, League of Women Voters; Rosaline Fisher, D. C. League of Women Voters; Paul Sifton and Ralph Showalter, UAW; Harold Sheppard, Senate Subcommittee on the Aged; Louis Joughin, American Association of University Professors; Roy Millenson and Robert Greene, American Jewish Committee; Herman Edelsberg and David Brody, Anti-Defamation League of B'nai B'rith; Denise Tourover, Hadassah; Dr. Leonard Aries and Russell Bradley, National Conference of Christians and Jews; Moe Hoffman and Eva Sofer, National Jewish Welfare Board; Rudolph Danstedt, National Association of Social Workers; Glenn E. Snow, National Education Association.

Margaret McCane, United Church of Christ; Jack Sheehand and John Ramsay, United Steelworkers; Lawrence Speiser, American Civil Liberties Union; Florence Schott, American Association for the United Nations; Elizabeth Fantz, Bureau of Labor Statistics; Laura Hooper, Association for Childhood Education International; Walter R. Funk, Christian Science Committee on Publications; Mary Blanshard, Unitarian Fellowship for Social Justice; Ruth Streeter, United Church Women; Olinda Roettger, Lutheran Church-Missouri Synod; Eva Weitzer, Jewish War Veterans; William Taylor, ADA; Annalee Stewart and Marie Klooz, Women's International League for Peace and Freedom; Olya Margolin, National Council of Jewish Women; Edward Snyder, Frances Neely, Connie Longshore, Friends Committee on National Legislation; Robert Frase, American Book Publishers Association; J. Harold Sherk, NSBRO; Lucille Buchanan, Eleanor Bontecou, Penelope Wright; Mary Alice Baldinger for the office.

Next Meeting: Wednesday, December 14, at the POST Community Room. (Please note one week's postponement from the usual first Wednesday, due to the Point Four conference December 7 and 8.

Conference Program Committee: The meeting approved the chairman's appointment of the following program committee for the 1961 Clearing House conference: Co-chairmen, Herman Edelsberg and Lawrence Speiser; Kenneth Birkhead, Arnold Feldman, Thomas Harris, Roy Millenson, Clarence Mitchell, Edward Snyder, William Taylor, with Dr. Buschmeyer service ex officio.

The chairman asked the meeting to send to the Clearing House office any suggestions they might want to make for topics for conference discussion.

Current Reports: Anthony Lewis the New York Times Washington Bureau spoke to the meeting on Civil Liberties Issues before the Supreme Court, and Louis H. Bean, noted authority on public opinion research, discussed The Religious Factor in This Election. Their remarks will be summarized in the next issue of the Civil Liberties Bulletin.

December 7, 1960

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

We are happy to renew our subscription to the NCLCH; check for $25 is enclosed.

My only thought about the March meeting is that the new Administration's approaches, then existing and prospective, to civil rights and civil liberties will be much in the limelight. Some astute analysis and prescription by persons inside and outside the Administration would be most timely, I should think. One man I'd especially like to see on the program is Harris Wofford. I could perhaps suggest a few more if you decide on this subject and need more names.

My best regards.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1. (Check #2488; $25.00)

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Executive Director
MARY ALICE BALDINGER

December 2, 1960.

Mr. Harold Fleming,
Director,
Southern Regional Council,
Room 201, 5 Forsyth St., NW,
Atlanta 3, Ga.

Dear Harold:

I'm making my year-end check of our books, and I think I should remind you of the SRC's subscription to the National Civil Liberties Clearing House.

To refresh your recollection, the SRC has been subscribing at the rate of $25 a year, and its last payment reached us in late December, 1959.

We are extremely grateful for your interest in and help with the Clearing House work, and I do hope you can continue as one of our subscribing agencies for 1960-61.

With all best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

PS -- If you have any suggestions either on topics you think should be discussed, or people we might fruitfully listen to, at our annual conference this coming March, I'd surely welcome them.

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

December 9, 1960.

Mr. Harold C. Fleming,
Executive Director,
Southern Regional Council,
Room 201, 5 Forsyth St., N. W.,
Atlanta 3, Ga.

Dear Harold:

Thank you for the $25 check which arrived today, renewing your Clearing House subscription for 1960-61.

And thanks, too, for your comment about possibilities for the conference program. We are thinking about the changes that the new Administration bring, as you suggested (though this surely holds up concrete planning work) and Harris Wofford's name is high on our list.

As we go on, you'll undoubtedly be hearing from me again. The phone calls I make to you for advice every year are always worth a hundred times their cost.

Best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger.

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

RECEIVED
FEB 27 1961

February 24, 1961

Dear Friend:

This is to ~~let you know that the~~ National Civil Liberties Clearing House has scheduled March 23 and 24 as the dates for its 13th annual conference, which will be held at the Hotel Sheraton Carlton here.

The program committee is arranging a series of meetings which will reflect the outstanding civil liberties issues in today's life. The New Frontier in civil rights will be discussed from the standpoint of the courts, the Congress and the new Administration. Other sessions will concentrate on the problems of Church and State today and in the coming decade; on mass communications media in relation to the people's right to know; and on the protection of individual liberties in a world in transition.

As in the past, these issues will be treated by leading authorities in each field, from government as well as private organizations. Although the program is not yet fully completed, its range is suggested by those who are already scheduled to participate -- among them, Thurgood Marshall, director-counsel of the NAACP's Legal Defense and Educational Fund; Dore Schary, the noted author, playwright and producer; Douglas Cater, Washington editor of The Reporter and author of The Fourth Branch of Government; Wayne Cowan, managing editor of Christianity and Crisis; William Clancy, editor of the Church Peace Union's Worldview and former editor of Commonweal; and Rabbi Arthur Gilbert, director of the Department of Inter-Religious Cooperation of the Anti-Defamation League of B'nai B'rith.

Each session will be planned to permit maximum discussion and participation from the floor.

We expect that officers and leaders of well over 100 national organizations will attend the conference. The complete program and registration forms will be sent you within the next ten days. Meanwhile, we hope you will note the dates now, and plan to be with us.

Sincerely,

Herman Edelsberg

Herman Edelsberg, Anti-Defamation League of B'nai B'rith

Co-Chairmen, Conference Program Committee.

Lawrence Speiser

Lawrence Speiser, American Civil Liberties Union

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March 17, 1961

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

The program for the forthcoming Clearing House conference is first rate, and I am going to do everything humanly possible to be there.

I am especially grateful to you for taking the trouble at this busy time to write me and extend the invitation to attend the Thursday evening cocktail party. If I make it to the conference, as I hope to, you can be sure I will be there.

Just to show you that this is more than a casual promise, I am enclosing the registration form and a check.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf
Enclosures - 2.
P. S. = Thanks, too, for the kind words about our report on The Federal Executive and Civil Rights. We have been pleased by the attention it's had within the new Administration.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

RECEIVED
MAR 13 1961

March 10, 1961.

Mr. Harold Fleming,
Southern Regional Council,
Room 201,
5 Forsythe Street,
Atlanta 3, Georgia.

Dear Harold :

Is there -- as we all hope -- any chance of your being at the Clearing House conference, March 23 and 24?

You'll be getting a copy of the program early this week. (We're awfully late in getting it out, due to repeatedly stubbing our toes on the New Frontier.)

We will be having a small cocktail party before the dinner Thursday evening (March 23) in the Council Room in the Carlton's lower lobby and -- if you're going to be on hand -- we'd surely like to have you there.

Congratulations on your superb report on executive action, and all best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger.

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National Civil Liberties Clearing House

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RECEIVED
MAR 13 1961

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Executive Director
MARY ALICE BALDINGER

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March 9, 1961

Dear Friend:

With this mailing we had anticipated sending you the full program for the 13th annual National Civil Liberties Clearing House conference. However, the printing must be delayed pending the formal confirmation of one of our invited speakers.

Since the conference dates -- March 23 and 24, at the Hotel Sheraton Carlton -- are nearing, your organization doubtless wants to designate its representatives. An advance registration form is attached. Will you please fill it out and return it as soon as you can?

Our firm program includes the following topics and outstanding speakers:

The New Frontier and Civil Rights (Thursday, March 23, 2 p. m.):

Thurgood Marshall, Director-Counsel, NAACP Legal Defense and Educational Fund.
Harris Wofford, Special Assistant to the President.
Congressman John V. Lindsay (R., N.Y.)

Thursday dinner meeting, 7 p. m.: Program to be announced.

The Mass Communications Media and the People's Right to Know (Friday, March 24, 9:30 a. m.):

Dore Schary, noted motion picture producer and author-producer of Sunrise at Campobello.
Douglass Cater, Washington editor of The Reporter.
Edward P. Morgan, American Broadcasting Company commentator.

Church and State Today and in the New Decade (Friday luncheon-afternoon meeting, 12:30 p. m.):

Wayne H. Cowan, managing editor of Christianity and Crisis.
William Clancy, editor of Worldview; former editor, Commonweal.
Rabbi Arthur Gilbert, director of Inter-Religious Cooperation, Anti-Defamation League of B'nai B'rith.

We urge your local groups, as well as your national organization, to participate in these important civil liberties meetings.

Sincerely yours,

Herman Edelsberg

Herman Edelsberg, Anti-Defamation League of B'nai B'rith.

Co-chairmen,
Conference Program
Committee

Lawrence Speiser

Lawrence Speiser, American Civil Liberties Union

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

RECEIVED
MAR 22 1961

3/20/61

Dear Harold—

This is to acknowledge and to thank you for your registration for the National Civil Liberties Clearing House Conference at the Hotel Sheraton Carlton, March 23 and 24.

Your reservations have been noted, and your tickets will be on file for you at the conference registration desk.

Looking forward to having you with us, I am

Sincerely yours,

Mary Alice

Mary Alice Baldinger
Executive Director

And thanks!

Number 65 February - March, 1961

civil liberties bulletin

Issued by the
NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Avenue, N.W. --Washington 6, D.C.--DUpont 7-6300

The Clearing House welcomes suggestions from associated organizations on topics for discussion at meetings or for inclusion in the Civil Liberties Bulletin. Please write or call the Executive Director, Mary Alice Baldinger.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

invites you to attend its 13th annual conference

on Thursday and Friday, March 23 and 24, 1961

at the Hotel Sheraton Carlton, Washington, D.C.

to discuss:

* the new frontier and civil rights
* church and state today and in the new decade
* mass communications and the people's right to know
* civil liberties in a world in transition

CIVIL RIGHTS COMMISSION URGES END TO
FEDERAL SUBSIDIZING OF SEGREGATION

The Federal Government itself has been "a silent partner in the creation and perpetuation of separate colleges for Negroes," the U. S. Commission on Civil Rights said in releasing its latest report on "Equal Protection of the Laws in Public Higher Education" after a year-long State-by-State study of discrimination in education.

In land-grant colleges particularly, the Government has been heavily involved, not only because of its sponsorship of separate colleges in the second Morrill Act of 1890 and its financial support to such colleges ever since the first Morrill Act of 1862, but because it has allowed Southern legislatures to channel almost all Federal funds for specific programs in such institutions to the separate white colleges. Thus the Federal Government itself bears a heavy responsibility for the resulting discrimination against past and present generations of Negroes.

Other current programs of Federal aid to higher education have had a similar tendency to support discrimination and to maintain the disparity in education offered by some States to their citizens. The Commission analyzed five types of Federal programs as to their civil rights impact. In none of these programs is any consideration given by the Federal Government to the presence or absence of discrimination by the recipient institutions.

(1) The college housing program was examined as an example of general support to higher education, and was found to underwrite segregation.

(2) The programs of institutes to improve the quality of education at the secondary and college level, both those administered by the Department of Health, Education and Welfare under the National Defense Education Act and those of the National Science Foundation, were found to have the effect of improving education for the white students while doing comparatively little for the segregated Negro in what the Commission terms the "resistant States" -- Alabama, Georgia, Mississippi, South Carolina, Florida and Louisiana.

(3) Similarly, it appears that in the basic research programs that the Government finances in colleges and universities for the benefit of the health and safety of the Nation as a whole, Negro students in the resistant States have no opportunity to participate except in two States where there have been limited break-throughs of desegregation (Florida and Louisiana).

(4) On the other hand, fellowships for advanced study under Federal sponsorship granted on individual merit, and (5) individual aid based on need (student loans) and Federal obligation (VA and war orphans' assistance) have all been found to be non-discriminatory at the Federal level.

Progress, But . . .

On the whole, in the past 20 years there has been great progress in eliminating denials of equal protection of the laws in public higher education. Discriminatory exclusion of students because of their religion or national origin appears at present to be no more than a minor problem.

Nevertheless, many public colleges and universities continue to provide themselves with information which could provide a basis for discrimination on these grounds. Thus, 50.5 per cent of the public institutions in the Southern States which supplied the Commission with copies of their 1959-1960 admission forms, and 19.5 per cent of those in the Northern and Western States, asked the religious preference or church membership of the applicant; and 14.4 per cent of the Southern colleges and 20.2 per cent of the Northern and Western ones asked the birthplace of the applicant's parents. The elimination of such inquiries would do much to eradicate the remaining suspicion of discrimination on these grounds.

Discrimination in higher public education, then, -- as at the public school level -- centers today on the American Negro, who represents more than a tenth of the total population; and the heart of the problem lies in the Southern States. However, the public colleges of the North and West are not free from suspicion of discrimination against Negroes. Some 20 per cent of the public institutions in those States inquire as to the race of an applicant or ask for a photograph, or both; and, if the requirement of a personal interview is counted as another possible method of determining the race of an applicant, the proportion providing themselves with this information increases to 33.2 per cent. And it appears that at least some of these institutions do in fact use this information for discriminatory purposes.

In the South, where a pattern of racially segregated colleges developed in the last quarter of the 19th century and complete separation -- although not equality -- of the races in public education was the rule until 1936 (when Donald Murray was admitted to the University of Maryland Law School upon an order of the Maryland Court of Appeals), the walls of segregation have been breached repeatedly, first by lawsuit and then by voluntary action. By the academic year 1959-60, 118 of the 162 public institutions formerly for white students only, in 13 of the 17 Southern States, had admitted Negro students at the graduate or undergraduate level or claimed to have adopted a non-discriminatory admission policy. Unfortunately, however, in many of these institutions compliance is not complete. In some, Negroes are admitted only to the graduate division; in others, they are admitted to the undergraduate division but only if they wish to enroll in a course of study not offered in the college for Negroes maintained by the State. Such limitations are clearly in violation of the 14th Amendment.

And up to the time of the early January court decision by which two Negro students were admitted to the University of Georgia, all 49 of the public higher educational institutions for white students in Alabama, Georgia, Mississippi and South Carolina maintained strict exclusion policies, as do 37 institutions in Arkansas, Florida, Louisiana, North Carolina, Texas and Virginia.

"Overt Official Resistance"

The most serious equal-protection problem in public higher education arises from overt official resistance to any desegregation. In almost all the Southern States, such resistance had initially to be overcome by means of lawsuits brought by individual Negroes seeking admission to particular institutions; but once a start was so compelled, some of the States proceeded voluntarily to open other formerly white public colleges to Negroes.

In other States, however, there has been no desegregation except as a result of litigation, and in still others none can be foreseen before some hardy and tenacious Negro has obtained from the courts a declaration of his rights.

The individual lawsuits upon which progress in desegregation has so largely depended are often long and burdensome affairs. The time that has elapsed in such cases between the date when the Negro plaintiff first sought admission to a white institution and the date when he obtained a court order finally upholding or denying his right to be admitted has been as long as nine years. So the Negro who seeks to enforce in court his right to the same education as is offered to white residents of his State may have to forego any education at all during all these months or years of motion and countermotion, hearing and rehearing, appeal and remand.

The civil right not to be denied admission to a public college or university on arbitrary grounds, such as race, is a personal and immediate constitutional right which loses its value if it cannot be enforced promptly; yet it appears that the realization of this right through judicial process is characterized by much deliberation and little speed.

In addition to the exhaustive process of litigation, the Commission has also found a variety of legislative and administrative measures designed to prevent any Negro from entering a public institution maintained for white students. These range from laws providing for the closing of desegregated colleges or cutting off their financial support, through the establishment of new admission requirements designed to exclude Negroes, to intimidation of teachers and students.

Self-Perpetuating Deprivations

The Commission, in examining the separate colleges maintained in the resistant States to compare the quality of education offered to the two races, found that educational opportunity for Negroes is not equal to that provided for whites when measured by such tangible criteria as number and location of colleges, financial support, type of program offered, degrees granted, or accreditation status of the public colleges. This applies not just at the college level, but in preparation for college as well. The public high schools of the resistant States, which are still entirely segregated by race, present a picture of deprivation varying in degree from a low of 2.6 per cent Negro high schools approved by the Southern Association of Colleges and Secondary Schools as compared with 52.4 per cent white in Mississippi, to a high of 53.9 per cent Negro and 84.1 per cent white high schools so approved in Florida.

This inferior preparation of the Negro student in the segregated high schools of the South helps perpetuate the problem of segregation and discrimination at the college level. Proportionately fewer academically talented Negroes have the educational foundation required for succes in a first-rate college. The graduates of segregated and inferior high schools tend, therefore, in overwhelming numbers to attend segregated and generally inferior colleges.

So deprivation at one level leads to deprivation at another, and since the teachers for segregated Negro schools are, for the most part, trained in segregated colleges, these deprivations are self-perpetuating from generation to generation.

Similarly, the Commission found that educational deprivation is transmitted from the educationally, economically and culturally deprived parent to the child, and that lower goals and aspirations are transmitted from one deprived generation to the next.

The Commission's Recommendations

To summarize the Commission's findings as briefly as possible: it found that insofar as the Federal Government -- which is deeply involved financially in the higher education of its citizens -- disburses funds to publicly controlled colleges and universities that practice racial exclusion, it is supporting operations in violation of the Constitution. Further, since the Supreme Court has held that the Federal Government is prohibited by the Constitution from maintaining racially segregated educational institutions, it is not sound policy for the Government to subsidize the unconstitutional operations of others -- to do indirectly what it is not permitted to do directly.

The Commission's recommendations are: (1) that Federal funds for assistance to publicly controlled colleges and universities be disbursed only to institutions that do not discriminate on grounds of race, color, religion or national origin; (2) that Congress consider authorizing the use of three-judge courts "in cases presenting a substantial factual issue as to whether persons are being denied equal protection of the laws with respect to public education" in order to provide more expeditious determination of these cases; and (3) that when requested by a State, the Federal Government sponsor programs to assist public school teachers and "students of native talent and ability who are handicapped professionally or scholastically as a result of inferior educational opportunity and training."

Copies of the 353-page, indexed report may be secured at $1 each by writing the Superintendent of Documents, Government Printing Office, Washington 25, D.C.

(NOTE: The foregoing article is based on the talk presented by David Isbell, Chief of the Civil Rights Commission's Legal Division, at the February 1 meeting of the Clearing House.)

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THE HOUSE AND SENATE RULES
FIGHT AND THE AFTERMATH

It has always been an article of faith in civil rights groups that if a civil rights bill can be brought to a record vote in the House or Senate it will carry. Opponents seemed to agree; their strategy was to use the filibuster in the Senate and the pigeonhole in the House Rules Committee to defeat or water-down civil rights measures.

For almost a decade liberals have made the Senate's pro-filibuster Rule 22 their first target as each new Congress convened. In the House a variety of efforts -- sometimes a change in rules to bypass the Committee, sometimes an agreement with the bi-partisan Rules majority -- have been made to remove this blockade to civil rights and social welfare legislation.

In the post-convention session of the Congress last August, the House Rules Committee exhibited one of its more flagrant abuses of power. The aid-to-education bill had passed the Senate and House in somewhat different forms. It required Rules Committee approval for the appointment of a conference committee to reconcile the differences. This the Rules Committee refused, 7-5, and this bitterly-fought long-debated bill died. President Kennedy's program committed him to aid-to-education and a wide range of social welfare and civil rights legislation. Political realists agreed there was little likelihood any part of the program would reach the House floor for a vote unless the power of the Rules Committee was reduced or its personnel transformed.

The rules issue was first drawn in the Senate. Liberals supported a proposal (sponsored by Humphrey and Kuchel, the two party whips, and 21 others from both parties) to permit a filibuster to be ended by a vote of 51 Senators, a majority of the whole Senate. An intermediate proposal was offered by Anderson (D-NM) and Morton (R-Ky) to permit cloture by a vote of three-fifths of the Senators present and voting, instead of the two-thirds vote now required.

The Administration's Rationale

It seemed clear that the three-fifths proposal had a better-than-even chance of being adopted if it could come to a vote. Much would depend on the attitude of the new President. In a December press conference, Kennedy said that he still believed that the Senate should be be able to cut off a filibuster by a majority vote. But even as these words were being carried in the press, the "word" was being passed around in the Senate that Kennedy would not make a fight for majority cloture but would save his ammunition for the fight on the House Rules Committee. This decision was disappointing to Senate liberals, but it was not without some rationale. The Senate filibuster threatened only civil rights -- and the new Administration could make substantial civil rights advances in the first year by executive order and administrative action. The Senate filibuster had not prevented consideration of the battery of social welfare bills -- medical care, minimum wage, aid to education, housing, distressed areas. In the House, on the other hand, all of these measures ran afoul of the conservative coalition in the Rules Committee.

On January 10, Senator Mansfield, the Majority Leader, moved to send the two filibuster reform proposals to the Senate Committee on Rules and Administration. He promised that as chairman of this Committee he would do everything in his power to bring a recommendation to the Senate later in the session for action, but he was opposed to further consideration at this time because the rules debate was delaying early action on the Kennedy program. The liberals objected to the Mansfield move, holding that any delay in action would forfeit the advantage available only at the beginning of a Congress -- the right to terminate debate by a majority vote under the Constitution, as enunciated by Vice President Nixon in several opinions since 1957.

Senator Douglas warned that if the rules were not changed now it will be "goodbye to effective civil rights legislation for this session;" indeed, he said, it would mean "no civil rights legislation for the next four years."

On January 11, the Mansfield motion to refer the issue to the Rules Committee carried by the close vote of 50-46. A switch of two votes with Nixon in the chair would have meant the passage, at least, of the three-fifths proposal. Clearly Kennedy's intercession could have made a decisive difference.

Mr. Sam and the Rules Committee

In the House the form of the fight against the Rules Committee hung on the decision of Speaker Sam Rayburn. Early, it was decided that the attempt would be made not to reduce the power of the Committee, but to transform its membership. The first proposal contemplated dropping Rep. William Colmer of Mississippi for the political sin of having bucked the national Democratic ticket in the campaign. This could have been accomplished in the Democratic caucus without precipitating a floor fight, but the Southern Democrats persuaded Rayburn that this was an unpalatably harsh step. They urged addition of new safe members rather than a purge. Rayburn decided finally that his proposal would take the form of increasing the membership of the Rules Committee from 12 to 15, by the addition of two Democrats and one Republican.

When the lines were thus drawn, it was clear that Rayburn was taking on the Dixie-Republican coalition. Minority Leader Halleck and Congressmen Smith and Colmer had agreed on a joint fight. Shortly before the vote, the Rayburn forces counted noses, found themselves outnumbered, and called for an adjournment of the decisive vote to January 31. In the interim, the White House, the Cabinet, and the House Whips went into action. The corridors buzzed with talk of blandishments and recriminations. On the Republican side the effort was no less intensive; the regular committee assignments of new members were held up pending the vote.

The Rayburn proposal carried 217-212, with 195 Democrats and 22 Republicans voting for the change; while 148 Republicans and 64 Democrats, all from the South or border states, voted against it.

Rayburn quickly designated his candidates for the enlarged Rules Committee -- Sisk of Fresno, California and Elliot of Jasper, Alabama. These two would give the liberals on the Rules Committee a majority for social welfare legislation, but they cancelled each other out where civil rights legislation is concerned. Minority Leader Halleck had three appointments to make, since two Republican vacancies carried over from the elections. In response to the request of liberal Eastern Republicans that they be represented, he appointed Katherine St. George of Tuxedo Park, New York. His other appointees were Elmer J. Hoffman, Wheaton, Illinois, and H. Allen Smith, Glendale, California. These three could be counted on to follow the Halleck line and vote to maintain the Dixie-Republican coalition. Civil rights legislation would still be confronted by a Rules Committee where 5 of the 10 Democrats were Southerners and where the 5 Republicans had a history of trading civil rights votes for votes on economic measures.

There was no question but that the Administration had won a victory for social welfare legislation. There were, however, two sobering afterthoughts. The closeness of the victory, despite the full-scale intervention of the White House and the Cabinet, promised that the conservative coalition might still command a majority on specific measures. And observers wondered how many appointments in crucial civil liberties areas would go to recalcitrant Democrats as the price for their support of the Rules change.

-- Herman Edelsberg
Anti-Defamation League of B'nai B'rith

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THE UNITED STATES AND THE CASE OF THE TENNESSEE SHARECROPPERS

Under a temporary injunction granted by the U. S. Court of Appeals late last December, Tennessee landlords who were defendants in the case brought by the United States under the Civil Rights Act of 1957 were prevented from evicting their tenants for the purpose of intimidating those who tried -- or wanted to try -- to exercise their right to vote. Since the granting of the injunction, there have been no more evictions. The case is now pending before the Appeals Court for argument on the merits.

In its action against 27 individuals and two banks in Haywood County, Tennessee, the Government charged that the defendants had threatened, intimidated and coerced Negro citizens of the County in order to keep them from voting, and had conspired among themselves and with others (the list of defendants was later amplified by another 46 individuals, a third bank and a wholesale food distributor) to do so. Among the punitive pressures and penalties which the Government held the defendants had utilized was a scheme to evict various Negroes and their families from the farms where they lived and worked as sharecroppers and tenant farmers. Under the terms of the eviction notices, a compulsory mass exodus would have been completed on or shortly after January 1, 1961.

The Government's Evidence

What was the background of this case?

In its evidence -- which, with two exceptions, went wholly uncontradicted -- the Government described Haywood County as situated in rural southwestern Tennessee, with an agricultural economy dominated by cotton, although corn, peas, okra and soybeans are also grown, and there is some cattle-raising.

Many of the County's Negro citizens are tenants and sharecroppers on farms owned and operated by white persons. Typically, at the end of each crop season, about January 1, the tenant receives one-half or two-thirds of the value of his contribution to the farm's net profit. Of course, any money loaned to the tenant by the landlord during the year as "run money" or "furnish" for his living expenses is withheld by the landowner. A few tenants pay a specified rental in cash or commodities.

Under Tennessee law, registration is a prerequisite for voting for candidates for public offices, including Federal candidates. Of the total number of persons of each race in Haywood County there are approximately 6,500 white persons and 7,921 Negroes eligible to register to vote. Yet up to May of 1960, not one Negro had been registered to vote for many years. Indeed, when the first recent efforts by Negroes to register began in the summer of 1958, the County officials responsible for voter registration ceased to function, and were not all replaced until April, 1960.

In May of 1959 various Negro citizens organized and incorporated the "Haywood County Civic and Welfare League" which aimed to encourage and to facilitate registration and voting by the County's qualified Negroes. Under its aegis several of its members conferred with state election officials in Nashville, Tennessee, about the absence of a functioning election commission in Haywood County. Many meetings of the League's sub-groups were held to prepare and encourage the Negroes to register when the local officials again opened the books.

Membership List Circulated

As the League's activities grew, the defendants secured copies of its charter and the list of its charter members. Starting late in 1959, some of the defendants reproduced these and began to circulate them, along with a petition or compact among the white community. The intent was to bring about economic penalities against the League's charter membership. Thus, merchants were to deny credit to the named Negroes, however good their credit rating might be; landowners were pressured to evict tenants who belong to the League, however good their sharecropper-landlord relationship had been; even local bankers were provided with the list.

A registrar of voters was finally appointed in April of 1960, and the election commission declared that the books would be opened for registration commencing in May. As soon as they were announced by the commission, the Haywood County Civic and Welfare League printed and circulated a bulletin giving the time and place for registration of voters in the various civil districts.

At the same time, the defendants and other white persons set up a series of meetings in white school houses in the County --meetings for which the only known purpose was to devise means of thwarting Negro efforts to register. Thus one defendant commented on the number of potential Negro voters and advised the audience to move Negroes off their farms and replace them with white tenants or white-faced cattle. Another defendant said he judged that the Civil Rights Act proscribed mid-season evictions because of registering, and told the landowners to wait til later and let their sharecroppers go at the end of the year. A third announced that an amended list (of the Negroes to be oppressed) had been made and would be distributed -- as indeed it was.

About the same time, the defendant landowners also undertook to discourage their tenants from registering, advising them to go fishing on registration day, "not to fool with it," "not to have anything to do with that mess," and that those who registered would "get their runs cut off and couldn't get help."

But a relatively small number of Negroes did try to register. They formed in lines in front of the registration places. While they waited, they were observed by the defendants, some of whom were seen scrutinizing them and making notes. Shortly afterwards, a new list of Negroes was circulated; it carried the names of those who stood in the line as applicants for registration.

". . .One of Democracy's Most Treasured Rights. . ."

In June, the number of eviction notices began to grow. At that time, too, some of the defendants mailed formal lease termination notices to their tenants who had registered. Many of the sharecroppers had farmed for their landlords as long as 20, 30 and even 40 years.

When the sharecroppers sought an explanation, their landlords told them the evictions were caused by their effort to register. Said one defendant to his tenant farmer: "Well, you are registered. You are going to have to go. I don't think you will be able to get a home any place in Haywood County. I hate to see you go. You are one of my best hands. I would recommend you to anybody. I wish you lots of success this year and in the years ahead."

Other landowners mentioned the effect of pressure within the community; one told one of his men that if he were allowed to stay on the farm, ". . . it would be boycotted; we couldn't get no gas, probably couldn't get no fertilizer."

By December, more than 300 Negroes comprising 48 families had been told to move out by January 1, 1961, or shortly afterwards. With few exceptions, tenants who had not registered were not asked to move.

The Government called 12 of the defendants to the stand. Eleven of them cited the Fifth Amendment's protection against self-incrimination.

The District Court, in refusing to grant an injunction, implied that the Civil Rights Act of 1957 is not constitutional as applied to this case. The Justice Department holds that the power of Congress to protect the right to participate in federal elections against interference from any quarter stems from Article I of the Constitution, and that this power is virtually plenary. Says the Government brief: ". . . this case does not involve the abstract right of a landowner to evict or retain a tenant farmer at his pleasure and it does not involve the question of whether the appellees have the right to use their freedom of action and their property to oppress economically other persons who have chosen to exercise one of democracy's most treasured rights: voting."

(NOTE: The above article is based on the address given at the January 1 Clearing House meeting by Harold H. Greene, Chief of the Appeals Section of the Justice Department's Civil Rights Division.)

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THE PROTECTION OF HUMAN RIGHTS
WITHIN THE INTER-AMERICAN SYSTEM

The effort, begun after World War II, to develop within the framework of the UN an international system for the protection and promotion of human rights is comparatively well known. Probably the best-known fruits of this effort are the 1948 Universal Declaration of Human Rights, and the Draft Covenants on Human Rights and the measures proposed for their implementation. It is also common knowledge that these Covenants, designed to be legally-binding, have been bogged down in the General Assembly for several years, that considerable time may elapse before they are completed and opened for signature, and that unless spectacular changes ensue in the pattern of international relationships, they will undoubtedly languish indefinitely in the limbo of unratified treaties.

On the other hand, the UN has adopted a series of legally-binding conventions centered on specific human rights, some of which have already received sufficient ratifications to come into force. Perhaps the best known of these is the Genocide Convention. Furthermore, in addition to this effort to develop human rights instruments (whether conceived as legally-binding or only as of moral force) which outline standards of conduct to be observed by governments as well as by private persons and groups, the UN has engaged in many other human rights projects of widely varying nature and significance. These activities, conducted under the auspices of Human Rights Commission and its Subcommission on the Prevention of Discrimination and Protection of Minorities, UNESCO and other UN bodies and specialized agencies, have included wide-range undertakings of scientific, educational and social action character.

Less well known in this country is the human rights effort projected within the European regional system. Here, linked to the Council of Europe, is an already operative system based on a Convention on Human Rights with implementation measures that include a Commission, functioning as a kind of grand jury to sift complaints which are receivable both from governments and private parties; and a Court to hear those complaints which the Commission passes on to it. Parties to this system are most of the non-communist nations of Europe, not including France and the United Kingdom.

And hardly known at all in the U. S. -- not unnaturally, in view of its relative recency -- is the effort to emulate within the Inter-American system the human rights development which is still in the projection stage in the UN and actually in force in the Council of Europe. This undertaking is complex and in some respects controversial, and it would be difficult in this limited space to deal satisfactorily with all the problems involved.

Suffice to mention only the central issue, on which sharply opposing views exist even within the "liberal" camp, as to the feasibility, in the present state of international relationships, of hoping to "protect" human rights domestically by means of legally-binding treaties with international measures -- commissions and courts -- for implementation or enforcement. Allied to this issue are others:

differing attitudes toward treaty-commitments; problems posed by legally-binding conventions for federal as compared with unitary states; difficulties of formulating standards in language which will have agreed-upon applications in different social and cultural settings -- especially where philosophies and practices differ sharply in regard to the role of the state -- and hence will be amenable to adjudication and enforcement in any meaningful sense.

The Background

The term "Inter-American system" embraces the various expressions -- including regional agencies, treaty relationships and joint declarations -- of the bond among the nations of the Western Hemisphere. To this system, the Organization of American States (OAS) may be viewed as bearing a relationship comparable to that which the UN bears to the world community. The OAS currently embraces the 21 independent nations of this hemisphere, including the U. S. but not Canada. Like the UN, the OAS encompasses a large array of program and activities, and of councils, agencies, commissions and committees established to implement them.

The OAS came into being in its present form in 1948 at the Ninth International Conference of American States in Bogota, Colombia. Like the UN, however, it had antecedents reaching back many decades. The 1826 Congress of Panama, in which Simon Bolivar played the leading role, is usually regarded as the starting point of the Inter-American movement. A subsequent milestone was the 1890 (First) International Conference of American States (Washington, D. C.) at which was created the International Union of American Republics, and its central office or secretariat, the Commerical Bureau of the American Republics. The Union and Bureau were the predecessors, respectively, of the OAS and the Pan American Union.

The OAS Charter, adopted in 1948, defines the nature and purposes of the Organization, the principles on which it rests, its conception of the fundamental rights and duties of member states, its procedure for the pacific settlement of disputes and for collective security, and its arrangements for co-operation in the promotion of higher economic, social and cultural standards. The Charter also sets forth the functions and powers of its principal organs: the Inter-American Conference, the Meeting of Consultation of Ministers of Foreign Affairs, the Council, the Pan American Union, and the Specialized Organizations; and also those of subordinate bodies of the Council -- the Inter-American Cultural Council. The names of these latter agencies suggest the UN bodies to which they bear an analogy in purpose and function, if not in authority or hierarchal position.

"Collective" Concepts Are Increasing

The Inter-American Conference is the supreme organ of the OAS; it decides general policies and formulates general courses of action. The Consultation of Foreign Ministers considers emergency or urgent problems between Conferences. The Council is the OAS' permanent executive body. The Pan American Union is the General Secretariat.

Acceptance in Latin America of the concept of collective protection of human rights was preceded, inevitably, by a long period in which concepts of sovereignty and non-intervention received predominant emphasis. These are still the dominant emphases, though they have been counter-balanced in recent years by increasing emphasis on "collective" concepts, aimed at collective security against external aggression, peaceful solution of differences between states by judicial means, and, more recently, by the concept of international protection of human rights, which has received increasing support since the end of World War II.

The 1945 Inter-American Conference on Problems of War and Peace (Mexico) called on the American states to develop a system for the international protection of human rights, and charged the Inter-American Juridical Committee with drafting a Declaration of Human Rights. The 1947 Inter-American Conference (Rio de Janeiro) reiterated these aims. The 1948 Conference (Bogota) moved toward these objectives in two concrete ways -- by adopting the OAS Charter, which contained provisions on human rights, and the American Declaration of the Rights and Duties of Man, a document comparable to the UN's Universal Declaration of Human Rights.

The Fifth Meeting of Consultation of Foreign Ministers (Santiago, Chile, in August, 1959) attempted to move forward these earlier, more general, undertakings. In a historic resolution, which became known as the "Declaration of Santiago," it affirmed the inter-dependence between peace among the American Republics and respect for human rights and the exercise of effective representative democracy. It formulated a set of eight "principles and attributes of the democratic system in this hemisphere" intended to aid public opinion in gauging the character of political regimes.

Back-Stopping Resolutions

This Declaration was back-stopped by a series of other resolutions aimed at implementing its principles. Of these, perhaps the most important was Resolution VIII on Human Rights, which called on the Inter-American Council of Jurists to draft conventions on human rights, on the creation of an Inter-American Court for the Protection of Human Rights, and of other organizations for the protection of those rights. This far-reaching Resolution went even further: it resolved to create at once a Commission of Human Rights.

The Council of Jurists -- scheduled, fortuitously, to convene the week after the Foreign Ministers' meeting closed -- responded enthusiastically to its request and with remarkable speed produced a four-part draft convention. This convention will be reviewed at the forthcoming Inter-American Conference, scheduled to be held in Quito, Ecuador, in May, 1961.

There were two reasons why the Council of Jurists was able to act so expeditiously: it was able to draw on the fruits of drafting experience of the UN and the Council of Europe; and its members preferred to ride the tide of enthusiasm then prevailing and to complete a draft instrument -- even one with the flaws that are inevitably present in hastily-drafted documents -- rather than delaying completion for another session in order to produce a more refined document.

The majority of the Council of Jurists inclined, in regard to substantive rights, to the precedent of the all-embracing UN Draft Covenants, rather than to the more modest European Convention on Human Rights. The Council's draft thus comprised not only Civil and Political Rights, as does the latter, but also Economic, Social and Cultural Rights. For this reason, it will pose for would-be ratifying states in the Americas many of the same problems as are presented by the UN Draft Covenants.

Proposals for Implementation

The Inter-American Draft Convention, like the UN Draft Covenants, provides for two schemes of implementation, one to be applied to civil and political rights and the other to economic, social and cultural rights. For the former, the implementation scheme provides for a seven-member Commission on Human Rights, to be composed of persons with judicial or legal experience, serving for four-year terms in their personal capacities. The Commission would have power to receive state-against-state complaints as well as complaints against a state party by "any person or group of persons, or associations or corporations, legally recognized by the public authorities, alleging violation of any of the rights in the Convention."

In contrast, the implementation plan for economic, social and cultural rights does not provide for a judicial or quasi-judicial procedure. As in the UN Draft Covenant, implementation of these rights is limited to "promotional" devices. Thus the Commission will not have the authority to receive complaints, but it will be able to collect data, make observations, recommendations and reports, engage in studies and research (including on the spot), and give publicity to measures adopted.

The convention also provides for the establishment of a Court of Human Rights composed of jurists, equal in number to that of the ratifying states and elected by the OAS for nine-year terms from lists nominated by these states. Its jurisdiction would be limited to interpreting and applying the civil and political rights.

As might be expected, the Inter-American Draft Convention was not approved without serious reservations from several of the most powerful OAS member states. Argentina noted that it had voted for approval of the Draft, on the understanding that it was preliminary and that it had many technical defects which needed correction. A similar reservation was made by Mexico. Uruguay, while voting affirmatively, subject to "reservations of a constitutional nature," also objected to the immediate creation of the Commission on Human Rights which, it held, should follow rather than precede the adoption of the Convention, lest it endanger the principle of non-intervention.

The U. S. Position

The United States position was, in effect, the same as that which it has taken in the UN with respect to human rights conventions generally -- namely, that because of its federal-state problem it did not find it possible to join in multilateral human rights conventions, though it had no objection to other states doing so.

As noted, the August, 1959 meeting of the Consultation of Foreign Ministers had resolved that a Commission be created at once. This resolution was implemented by the OAS Council in May, 1960, when it adopted a Statute spelling out the Commission's objective, structure and functions.

The Commission's Statute describes it as "an autonomous entity" of the OAS, its function being "to promote respect for human rights," these being "those set forth in the American Declaration on the Rights and Duties of Man." The Commission is to be composed of seven members elected by the OAS Council from lists proposed by member states.

The Commission is given these functions and powers: to develop an awareness of human rights among the peoples of America; to make recommendations to member governments concerning human rights measures; to prepare studies or reports; to invite member governments to supply it with information on human rights measures adopted by them; and to serve as an advisory body to the OAS on human rights.

It is not authorized to consider specific complaints. It could hardly be expected to be given such authority outside the context of a rigorously debated, drafted and ratified convention. Even so, its functions and powers are very flexibly formulated, and can be given either a liberal or a narrow construction. Obviously, the authority to make "recommendations" and "reports" can be exercised in far-reaching ways, if the members wish to do so. However, since the Commission is a creature of the Consultation of Foreign Ministers and the OAS Council, its members are not likely to interpret its powers more liberally than these bodies are likely to accept.

At its first session, in October, 1960, the Commission, whose permanent seat is in the Pan American Union in Washington, conducted an exploratory discussion concerning its authority, policies and procedures, and decided to initiate its activity with a limited program of studies and reports. The session revealed a considerable ambiguity in the minds of the members as to the nature and scope of their mandate. But it was anticipated that, in time, the projected studies and reports, each assigned to a different member for preparation for submission to the next session in May, 1961, would lead gradually to more concrete recommendations and activities, and also to a clearer definition of its realistic role.

Although this is the most interesting recent human rights development in the Inter-American system, it is not the only one that has taken place there. Many other projects in the economic, social and cultural fields, which are properly classifiable as "human rights" activities, are under way under the auspices of various bodies in the OAS, including the Inter-American Economic and Social Council, the Inter-American Cultural Council, and the Council of Jurists. All of these projects -- whether legal, educational, or social action -- warrant the attention and encouragement of the American people, and surely of agencies devoted to the cause of human rights.

-- Sidney Liskofsky
American Jewish Committee

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IMMIGRATION AND REFUGEE POLICY AND LEGISLATION

A number of general immigration and refugee proposals have already been thrown into the Congressional hopper. These include bills to liberalize the national quota system and reduce inequities under the McCarran-Walter Act, such as S 551, sponsored by Senators Javits, Keating, Case of New Jersey, Morse, Saltonstall and Scott. S 552, by the same sponsors, would authorize the admission of 40,000 refugee escapees, including 5,000 handicapped persons; and S 583, by Senators Wiley, Keating and Javits, would extend the alien orphan program indefinitely. This program is scheduled to expire June 30, 1961.

No hearings have been scheduled as yet on any of these bills. No Administration bill has been submitted either, although some hopefuls anticipate a Presidential message on immigration in the near future. Other sources contend that the new Administration cannot be expected to evolve an immigration policy for several months. They point out that two important positions in the immigration field are still to be filled. These include the office of Commissioner of the Immigration and Naturalization Service and the Administrator of the Bureau of Security and Consular Affairs, Department of State. The State Department position has been vacant since January. The Commissioner's position will be open in mid-June. The present Commissioner, General Joseph M. Swing, has been asked to stay on until that date, which is the 50th anniversary of his service with the Federal Government.

Organizations interested in refugee matters have recently been invited to share their views and experience with the newly-reorganized Senate Subcommittee on Refugees and Escapees, which has Senator Philip A. Hart (D., Mich.) as its chairman.

-- Frances E. Neely
Friends Committee on National Legislation

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SENATOR ERVIN OUTLINES EARLY PROGRAM OF SENATE CONSTITUTIONAL RIGHTS SUBCOMMITTEE

Senator Sam J. Ervin, Jr., (D., N.C.), who succeeded the late Senator Thomas E. Hennings as chairman of the Senate Subcommittee on Constitutional Rights, outlined his immediate plans for the subcommittee's work when he announced the Senate's approval of operating funds of $140,000 for this year.

"As I understand our responsibilities," he said, "this subcommittee has a grave legislative obligation to hold back unsound legislation, as well as the duty to produce positive recommendations for new laws or necessary statutory changes.

"The subcommittee can legitimately continue to study wiretapping, in my opinion. We have one more volume in our series at the Government Printing Office at the moment; it is a collection of state wiretapping laws, court decisions and notes, which should be helpful in connection with examination of bills this year to permit interception of communications under certain circumstances.

"Necessary preliminary work has been done by the subcommittee for possible public hearings on the rights of persons in mental illness classifications. With the approval of other members of the subcommittee, I shall schedule such hearings in the near future.

"Present members of the subcommittee are: Senators Olin D. Johnston of South Carolina; John L. McClellan of Arkansas; John A. Carroll of Colorado; Edward V. Long of Missouri; William A. Blakley of Texas; Roman L. Hruska of Nebraska; Alexander Wiley of Wisconsin; Kenneth B. Keating of New York; and myself as chairman."

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NOTES ABOUT PEOPLE AND ORGANIZATIONS

The American Jewish Congress has announced that Max M. Kampelman has been retained as its Washington counsel, the position formerly held by Sanford Bolz, who is now in California. A member of the firm of Strasser, Spiegelberg, Fried, Frank and Kampelman, Mr. Kampelman was formerly legislative counsel to Senator Hubert H. Humphrey. He is also counsel and treasurer of the American Political Science Association.

Felix M. Putterman, formerly administrative assistant to Congressman John R. Foley of Maryland, has been appointed national legislative director of the Jewish War Veterans of the USA, succeeding the late Bernard Weitzer, who died last year. Mr. Putterman, an economist, served as a member of the staff of Robert R. Nathan Associates, economic consultants, for ten years before going to Capitol Hill. A combat veteran, he served overseas in World War II with the 78th Infantry Division.

Plans for the opening of a social action center in the nation's capital to implement the ethical principles of Reform Judaism have been made public by the Union of American Hebrew Congregations, which has purchased a house at 2027 Massachusetts Avenue, N.W. in Washington as the site of its Emily R. and Kivie Kaplan Center for Religious Action. The center, to be opened next Fall, will serve as an arm of the Commission on Social Action, which is the joint body of the UAHC and the Central Conference of American Rabbis. Rabbi Balfour Brickner, who has been the spiritual leader of Washington's Temple Sinai since 1952, has announced that he will resign from his ministry there in July to become director of the UAHC's new Commission on Interfaith Activities. He has also been appointed associate director of the Union's Social Action Commission.

The American Textbook Publishers Institute is now sharing the Washington office of the American Book Publishers Council at 1820 Jefferson Place, N. W. Robert W. Frase, who has been the ABPC's representative in Washington for the past ten years, is in charge of the joint office.

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NEW IN THE CLEARING HOUSE FIELDS

STRENGTHENING THE FAMILY, by Weldon Wallace of the Baltimore Sun is a report on Baltimore's Family Life Program, a unique project undertaken jointly by the United Steelworkers of America, which finances it, and the Baltimore Urban League, which is putting it into action. It aims at helping minority families to become stronger and more emotionally secure, in order to "help them to produce men and women equipped to handle the greater responsibilities of a more promising future." How this effort to reach into and strengthen the Negro home has been developed, how it is implemented through work with churches, schools, libraries, housing projects, news media and private organizations, and how it has sparked the interest of many agencies within the community, is outlined and illustrated in 22 pages. It is available from the Committee on Civil Rights, United Steelworkers of America, 1500 Commonwealth Building, Pittsburgh 22, Pennsylvania.

WHY THEY SAT IN is the theme of the entire issue of Social Progress for February 1961. The United Presbyterian Church's Journal of Church and Society hopes through the articles presented here to try "to communicate the 'feel' of the sit-in movement and to identify the motivations" that lie behind it. The articles -- many written by the students themselves -- fall into six categories: "This Happened to Us;" "Settling a Sit-in;" What Does it All Mean?";"Laws and the Law;" "Organizations Involved" and "Places Desegregated." Copies are 25¢ each, from the Office of Church and Society, United Presbyterian Church, Witherspoon Building, Philadelphia 7, Pennsylvania.

THE MIAMI STORY is an account of the background and the events leading up to Miami's religion-in-the-schools trial, on which Florida's Dade County Court will hear final arguments on April 4, 1961. The booklet gives a full outline of the religious practices which are challenged, the participants in the suit, and the reactions it has aroused. By the American Jewish Congress, 15 East 84th Street, New York 28, New York.

SHALL WE AMEND THE FIFTH AMENDMENT? --Lewis Mayers, author of The American Legal System, presents an objective and nontechnical analysis of a constitutional guarantee which is much in the public mind, and frequently misunderstood. The author explains how this privilege works in specific situations, evaluates the present rules and the reasons commonly offered for their continuance, and presents suggestions for change -- all looking toward the continued protection of the citizen without impeding the administration of justice. Published by Harper & Brothers, 51 East 33rd Street, New York 16, New York, at $5.

ACTION PATTERNS IN SCHOOL DESEGREGATION -- tells the story of desegregation in some 70 school systems of the South and attempts to draw principles from this experience, where warranted. Phi Delta Kappa, the professional education fraternity, published this book in 1959 with the help of the Fund for the Advancement of Education. It offers it now to interested organizations and individuals, without charge. Phi Delta Kappa, 8th and Union, Bloomington, Indiana.

LOOK BEFORE YOU LEAVE -- offers advice to the citizen, homeowner, businessman, on how to stabilize and improve his community in a primer for neighborhoods facing change. It is available free from the Commission on Human Relations, 54 West Hubbard Street, Chicago 10, Illinois.

Report

of the

Thirteenth Annual

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Conference

March 23 - 24, 1961 **Washington, D. C.**

I. New Frontiers in Civil Rights

II. Liberalism's Responsibility

III. Civil Rights and the 87th Congress

IV. The Mass Communications Media and the People's Right to Know

V. Church and State Today and in the New Decade

Civil Liberties Bulletin No. 66

THE WHITE HOUSE

Washington

March 23, 1961

Dear Dr. Buschmeyer:

I regret that I am unable to be with you this year. Please convey my best wishes to the participants in the 13th annual conference of the National Civil Liberties Clearing House.

Your concern and my concern is the protection of the full Constitutional rights of all Americans. Until that goal has been achieved you cannot rest content and the government of the United States cannot rest content. I can assure you that this Administration will work consistently and effectively to fulfill the great promise of the Constitution: equal opportunity for all men.

The recent Executive Order on Equal Opportunity in Employment is one important step, which will open new opportunity for millions of Americans. As your conference recognizes, the struggle to end racial or religious discrimination must go together with the defense of the full civil liberties in our Bill of Rights. This Administration will respect and protect the people's right to know, to think, to speak, to assemble, to worship, to study, and to vote freely.

I am glad that you are meeting to consider the problem involved in all this and to rededicate yourselves to the action required. For in the end it will not be our words but our deeds that count.

Cordially,

JOHN F. KENNEDY

Dr. Fred S. Buschmeyer, Chairman,
National Civil Liberties Clearing House,
1637 Massachusetts Avenue, N. W.,
Washington 6, D. C.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

THIRTEENTH ANNUAL CONFERENCE

March 23 and 24, 1961 Hotel Sheraton Carlton, Washington, D.C.

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He deplored the failure of the Kennedy Administration to come forward with civil rights legislation. While applauding the vigorous exercise of executive powers, as exemplified by the Executive Order on unemployment opportunity, he held that legislation is necessary for the effective protection of individual rights. Powers and sanctions now available to the Equal Opportunity Committee are too limited, he said; and it can be abolished or its operations impaired as speedily as it was established.

Though he noted recent advances in civil rights, Mr. Lindsay declared that there is still a "broad gap between the promise of the Constitution and the firm application of its principles." He asked civil liberties groups to "break their strange silence" on civil rights legislation, and called upon the Administration to support legislation of the character that he proposes.

Harris Wofford

The Kennedy Administration has already begun to demonstrate that it means business on civil rights, Mr. Wofford told the conference. A tremendous new source of power is available in executive measures to protect constitutional rights. But civil rights advocates, Mr. Wofford suggested, are not yet acclimated to the use of these creative possibilities and still tend "to prefer to lose a long loud fight for a Congressional civil rights bill...than to win a quiet, steady campaign for Executive action."

He admitted that executive action is not an easy course and is subject to political negotiation, when weighed against the need for general welfare legislation. But, citing Vice President Johnson's chairmanship of the Equal Employment Opportunity Committee, he said that the same contradictory forces which elected a Democratic administration will move the country ahead on human rights.

The problem, Mr. Wofford declared, is not merely to decree equality by law, but to assure that all Americans have full and equal opportunity, whatever their circumstances. He urged his audience to view the protection of constitutional rights in a world context, not merely as a question of Negro or American rights. Part of the cure for racial prejudice, he concluded, is "to get people's minds off their skins," the best prescription being "for America to accept the myriad positive challenges of the New Frontier -- for North and South, Negro and White -- to become fully engaged in the great process of world development...through which we can all join the human race."

Discussion

In response to a number of critical questions directed at the failure of the Kennedy Administration to make civil rights recommendations to Congress, Mr. Wofford said that the Administration had not been in office long enough for a fair judgment to be made on its performance. He said that the advantages of the new employment order over previous directives are in the positive steps (e.g., recruitment) required of employers to promote equal opportunity, which he termed a great advantage over the case-by-case approach; in the new sanctions made available; in vesting responsibility in the Department of Labor with its great resources; and in the direction that statistical surveys be conducted to determine the extent of discrimination. Herbert Hill of the N.A.A.C.P. criticized the award of a government contract, shortly after the issuance of the Executive Order,

to a company guilty of discrimination. Mr. Wofford indicated that, once the order goes into effect, determinations of discrimination will be made before contracts are awarded.

Several questioners pointed to the need for civil rights groups to explore more fully the potentialities of citizen action, such as student sit-in demonstrations and picketing, and to encourage more communication between new student movements and established civil rights organizations.

John Lassoe, of NAIRO, expressed the hope that executive appointments would include persons trained in intergroup relations and sensitive to civil rights problems.

Elizabeth Cole of the U. S. Commission on Civil Rights questioned whether the technical assistance bill proposed by Rep. Lindsay would be susceptible to use for financing pupil placements plans as devices to avoid real desegregation. Rep. Lindsay replied that funds would be available to support only the kinds of desegregation plans approved by the courts. John Silard said that removal of overt discrimination--in public colleges and universities, for example--has not resulted in real integration, and suggested the need for government to assume an affirmative burden of promoting true equality.

Responding to another query, Rep. Lindsay called the prospects "very remote" for legislation implementing Section 2 of the Fourteenth Amendment by reducing the representation of States which discriminatorily deny the right to vote. Herman Edelsberg suggested a new examination of techniques for conciliation, but Mr. Marshall replied that conciliation is not sufficient to deal with recalcitrant elements in the South.

Presiding : Dr. Fred S. Buschmeyer, Director, Washington Office, National Council of Churches, and Chairman, National Civil Liberties Clearing House

Reporter : Theodor Schuchat, Social Legislation Information Service

LIBERALISM'S RESPONSIBILITY

Senator Claiborne Pell of Rhode Island

As a brand-new Senator, ranking 100th out of 100, I would like to briefly assure you of being a bona fide Liberal. I have been arrested three times by Communist officials and three times by Fascist officials; a nice liberal balance! Yet I would like to show today how illiberal we Liberals can sometimes become. The maxim I want to underline this evening is a very old fashioned one indeed: "What is sauce for the goose is sauce for the gander."

By this I mean we must be dedicated to our Liberal traditions, even when such dedication would appear to go against our short-term interests, or, at first glance, produce results that go against our liberal grain.

To my way of thinking, the best definition of a Liberal is a person with an open mind -- that is why there can be liberal Republicans as well as liberal Democrats. The success of the open mind,

which permits constitutional change without revolution, was best shown in the past century by the triumph of the Liberal tradition in Britain, which produced the great reform bills in that country. The liberal tradition means that we must protect the rights of those who urge causes which we may abominate. The statement attributed to Voltaire, "I disapprove of what you say, but will defend to the death your right to say it," might well be our guide.

The long experience of mankind indicates that the restless, groping thinker is as necessary to the growth of ideas, as is the honey-bee to the pollination of flowers. Of course, every Democratic society has its crackpots, its lunatic fringe, its subversives, most of whom make no impact whatsoever upon a civilization. The reason is that, just as a better version of the truth will supersede the previously accepted, so the nonsensical will be discarded. Truth crushed to earth will rise again; a lie or a false theory, though raised to the skies, will fall, in the end, of its own lack of substance.

A new world is upon us, with new frontiers which expand at the speed of electricity and space-ships. We shall have to stretch our minds, our senses, our spirits, and our hearts to encompass the new world forming. Our old concepts will need considerable review, and we will not further our effectiveness by precluding full consideration of every thesis, no matter how novel or painful. The absolute necessity for entertaining painful criticism has been recognized by even the most stable of institutions. St. Benedict, in discussing the methods of conducting a monastery, once declared, "If a pilgrim monk come and should reasonably, modestly, and charitably censure or remark upon any defect, let the abbot consider the matter precedently, lest perchance the Lord have sent him for this very end."

Self-Criticism - Essence of Liberalism

I believe that the very essence of the liberal way is to provide for its own continuous self criticism. The liberal way reaches its peak, not as a recital of the status quo, but as a means of making conditions better. It means that we cannot benefit by our mistakes, unless they are identified and frankly discussed. Let us look at the truth, however painful it may be.

We have pointed, and justly, to the shocking abuses of segregation by law in Southern States. But can anyone doubt that economic segregation in effect at least as cruel exists in the Northern States? And how many liberals sign restrictive covenants when they buy a house? Just the other day, I noticed that our new Secretary of State, Dean Rusk, bought a house in Washington, and, in buying it, he refused to sign a covenant committing him when he sold it not to sell it to any non-Caucasian, i.e., a Jew, a Negro, or an Oriental. Because our Secretary of State refused to sign this covenant, and was merely putting into his personal life our supposed beliefs, it made headline news around the country. What is even more significant is that the Supreme Court has ruled that these covenants are illegal and unconstitutional.

Actually, when Dean Rusk and I were working together in the Department of State some fifteen years ago, I can recall that the only place where we could eat with our colleague, Dr. Ralph Bunche, was in the Union Station cafeteria. Even the official State Department cafeteria was segregated at that time.

We liberals must and do oppose a man being denied any position of honor or trust on account of race, color, or creed. Neither, however, should a man be given preference for a particular office because of race, color or creed. Public office of any kind should not be assigned on a de facto proportional representation based on race, color, or creed. I am not blind to the fact that such de facto political arrangements exist, but I believe that liberals, given their strong desire to see minority groups afforded equal opportunities, should not fall into the trap of urging that a person be given preference for a position because of his creed, color, or country of ancestral origin. We politicians are sometimes guilty in this respect when we put together, or even seek office on the theory of the "ethnic balanced ticket."

Actually, I have vested interest against proportional representation on any such basis. I was a member of a minority in my State primary campaign, and many people thought because of this my chances of election were not too good. Yet this factor was scarcely mentioned, and the people of Rhode Island were kind enough to make me the first unendorsed candidate for a statewide office to win a primary in the history of our State. And, in the November general elections, they gave me the largest plurality in the history of our State. Why? It seems even stranger when you realize that earlier in the primary, my Party leadership voted against me 30 to one, the labor unions twice supported my opponent, and even highly respected polls portrayed me as being defeated in the primary by a margin of four to one.

The answer, to my mind, lies in a bit of history and in our liberal tradition. The first settlement in my State of Rhode Island-Providence-was founded by Roger Williams in 1636 in the spirit of real religious tolerance. One of the first actions of the settlers of Providence was to provide for religious liberty and complete separation of Church and State. In his most celebrated work, The Bloody Tenets of Persecution, published in 1644, Roger Williams asserted that "God requirith not an uniformity of Religion", and held that pagans, Catholics, and Jews had a natural right to religious liberty. During Roger Williams' Presidency of the colony, Jews and Quakers were welcomed to Rhode Island. Rhode Islanders are proud to have the oldest Jewish synagogue in America located in my own home city of Newport.

In any event, as I worked and fought in my own political campaign, I came to realize how deeply ingrained was the liberal tradition in my State, real liberalism, not skin-deep liberalism. All our children had been taught and had absorbed this liberalism in their schools, public or parochial. If my State had not been liberal-minded, or open-minded, I, as a member of a minority, as an inhabitant of that portion of the State which has not been represented on the ticket for many years, who was regarded by many political leaders as being as impossible, improbable, and implausible a candidate as came down the pike in many a year, would never have been elected. So, I guess, my own appreciation of and gratitude to the liberal tradition is more ingrained than that of most people.

"A Liberal's Conscience"

In this connection, during my own few months in the Senate, I find myself constantly examining my own liberal conscience. There is the question of limiting debate in the United States Senate. At the moment, because of the urgent necessity of strong civil rights legislation, liberals are pushing for a majority cloture rule, whereby a bare majority of those present and voting can cut off debate.

From the long-term viewpoint, let us not lose sight of the fact that we liberals have used the filibuster a number of times to prevent hasty consideration of what they consider to be damaging legislation.

There was the case of the Vreeland-Aldrich Currency Law, 1908. It was hoped by the framers of this legislation that it would provide a more elastic currency and stabilize the values of many securities. Conservatives had been alarmed by the number of bankruptcies and other financial difficulties and felt that measures must be taken to preserve business. The opponents of the plan considered it just another device by which the privileged few could tighten their control upon the country's capital and credit. That towering liberal, Senator Robert M. La Follette, Sr., of Wisconsin led a filibuster against the bill during which, on one occasion, he spoke continuously for more than 18 hours.

There was the Resolution to Admit New Mexico into the Union in 1911. Proposals had been made to admit both Arizona and New Mexico, but Arizona had been eliminated because of provisions in her proposed Constitution for popular initiative, referendum and recall; provisions which were opposed by many conservative Senators. Senator Robert L. Owen of Oklahoma, who favored admission of both New Mexico and Arizona, filibustered against the New Mexico resolution for the purpose of persuading the majority to agree to include Arizona. His filibuster resulted in only partial victory. It succeeded in killing all statehood legislation for the session.

There was the Tidelands Oil debate in 1953. After the Supreme Court had decided that certain submerged lands lying off-shore belonged to the United States rather than the abutting States, proposals were made to confirm title to these lands in the States. Senator Wayne Morse, of Oregon, was one of the most tireless opponents of such proposals. Between April 1 and May 5, while the Senate debated the tidelands measures, Senator Morse spoke often and long for a good cause, with one of his speeches setting a new record of 22 hours and 26 minutes. The measures were defeated.

I do not believe that any minority should have the right to indefinitely prevent the Senate from reaching a vote. However, it seems to me that there is danger also in terms of making sure that the minority has a right to be heard, if we permit a simple majority in the Senate to cut off debate, unless ample provision is made to not only permit full debate, but allow ample time for the alerting and marshalling of public opinion. Actually, I believe that the 3/5 compromise that will probably emerge is a pretty fair one.

"Sauce for the Goose..."

The essence of fair play is that the rules must work both ways. For that reason, I believe the time has come when we liberals and progressives must take counsel with ourselves. Frankly, to the extent we do not practice what we preach, we shall be deemed hypocrites; and to the extent that we seek laws to enforce upon others what we do not observe ourselves, we shall be deemed seekers, not of the rights for all, but of special privileges for ourselves.

For example, it is our position that financial institutions, as custodians of the nation's savings, are to be held as fiduciaries of highest trust, and subject to regular report, inspection, and regulation by the government.

Can we possibly argue that such duty is lessened if the depository happens to be the funds of a labor union? We have often deplored the voicelessness of the stockholder in the large corporations and the vested interest of management in its own perpetuation. But is it not true that in some unions the individual worker is nigh as voiceless as the stockholder in a large corporation?

Liberals, as persons dedicated to man's inalienable right to seek the truth, find political requirements abhorrent in the field of the performing arts. We condemned, and rightly so, attempts to prevent Paul Robeson from giving concerts. However, liberals would do well not to forget the furor caused over the award of the Bollingen prize for Poetry in 1948 to Ezra Pound. At that time, the liberals called for a Congressional investigation of the Fellows of the Library of Congress in American Letters, who made the award. "The Fellows" included such people as Conrad Aiken, Archibald MacLeish, Robert Penn Warren, and William Carlos Williams. The award was also bitterly attacked by one of our leading magazines, which, on the other hand, has consistently opposed the House Un-American Activities Committee. Let us also not forget that in early 1949, representatives of the nation's leading liberal veterans' organization, the American Veterans' Committee, of which I am proud to be a member, picketed Carnegie Hall in New York against the proposed appearance of the brilliant German pianist Walter Gieseking. I know all too well, my fellow liberals, that we are human. We are bound to make mistakes. I am also aware that in my talk tonight I have only pointed out where liberals have failed. I cite these instances because I believe that liberals, as peoples who strive for open minds, must set the most rigorous standards for their conduct. What I am saying is that what is sauce for the goose is sauce for the gander.

Jesus Christ gave us something to think about when He said "Be ye doers of the word and not hearers only. For if any be a hearer of the word, and not a doer, he is like unto a man beholding his natural face in a glass. For he beholdeth himself, and goeth his way, and straightway forget what manner of man he was."

CIVIL RIGHTS AND THE 87TH CONGRESS

Senator Kenneth B. Keating of New York

A great deal has been said about executive action in the field of civil rights. The impression is growing that a determined President can solve our problems in this field without the help of Congress. I would not for one moment underrate the powers of the Presidency. Nor do I doubt that some things can be done by the Chief Executive without the aid of Congress. The President, for example, could issue an Executive Order outlawing discrimination under all Federal grant-in-aid programs. I would like to talk about this for a moment. It is one of the neglected areas of the struggle for equal protection, yet it is one of the most compelling.

Almost all Americans would concede the general proposition that it is wrong to dispense tax monies to promote discrimination. The tax collector is color blind. He does not discriminate against our Negro citizens in raising revenue. How can we possibly justify discrimination against Negro citizens in disbursing revenue? I hope that most Americans would instinctively regard this as unfair, whether or not they thought it was immoral.

The omission of Federal grant-in-aid programs from the recent Executive Order establishing a Committee on Equal Employment Opportunity was a disappointment to me. Here is one subject to which executive action could be effectively applied.

Under the Interstate Highway Program, the Federal government contribution can run as high as 90% of the cost. Despite this, there is no requirement under present procedures for the State to include a non-discrimination clause in contracts with the road builders. The Federal Bureau of Roads does include an abbreviated form of a non-discrimination clause in its basic agreement with the States, but there is no implementing machinery. In practice, the billions the Federal government is expending on this program are being disbursed without any consideration whatever of the contractor's hiring policies.

Federal Aid for airport construction is another striking example. Under this program the States are required to include in all their contracts the Federal regulatory standards on prevailing wages, prohibitions against the use of convict labor, veterans preference pensions, and anti-kickback provisions. But not one word need be said in such contracts about non-discrimination. This is inexcusable.

There are some exceptions to the general neglect of civil rights problems under our aid programs. The grant programs for urban renewal and low rent housing do contain a non-discrimination provision. In fact, under the low rent housing program, the contractor must agree to hire a quota of Negro workmen equivalent to their percentage in the local labor market. The President could strike a tremendous blow for equality of opportunity by establishing a uniform non-discrimination requirement under all such grant-in-aid programs. It is respectfully submitted that he should amend his recent Executive Order to give the President's Committee on Equal Employment Opportunity the same jurisdiction over such programs as it now has over Federal employees and employees of government contractors. This would be an entirely reasonable and appropriate extension of the Committee's jurisdiction which would deserve commendation as an advance in the field of civil rights.

General Policy Could Eliminate Piecemeal Amendments

Moreover, such a program would make less necessary specific amendment of the Federal Aid to Education bill with regard to non-discrimination. In my view, any Federal Aid to Education program must contain safeguards against the use of Federal funds for segregated schools. Any other course would be a severe setback in the already difficult struggle to implement the Supreme Court's desegregation decision. Indeed, in view of the mandate of the Court, I believe Federal aid to segregated schools would be unlawful. There is some merit to the argument that the school aid bill should not be singled out for non-discrimination provisions because of the hazards which already confront this type of legislation. Personally, I would prefer a general policy against discrimination, such as I have outlined, to piecemeal amendments which could imperil otherwise desirable measures.

The President's power to act is clear, and I would respectfully urge him to do so before the school aid bill is under floor consideration in either the House or Senate. Any other course would virtually compel efforts to add non-discrimination provisions to the legislation.

In the absence of safeguards decreed by the Executive, I do not see how anyone committed to a policy of desegregation in accordance with the Supreme Court's decision could refuse to support such provisions. I hope, therefore, that the President will act now and avoid at least this pitfall in the aid-to-education controversy.

I have tried to make it clear that I believe administrative action can be very helpful in promoting civil rights progress. But I do not want to leave the impression for a moment that the President can cope with all of the urgent issues in this field without new legislation.

Let us not delude the American people into thinking that bold Executive action is all that is needed. Executive Orders cannot be used to abolish poll taxes, or to eliminate discriminatory literary tests. The President cannot by decree extend the Civil Rights Commission or provide financial and technical assistance to the States to help them carry out the Supreme Court's desegregation decision. And he cannot direct the institution of equal protection or 14th Amendment suits without legislative authority. Nor can he give the Commission on Equal Job Opportunity statutory backing which would be very desirable. In these areas, nothing can substitute for the legislation which is needed. This was clearly recognized not so long ago during the 1960 conventions and campaign. I do not believe the American people are going to be misled by any strategy of delay and expediency now that the elections are over.

"The Great, Immediate Challenge....."

Nevertheless, the prospects for civil rights legislation during the 87th Congress are bleak. The Rules Committee stumbling block has been whittled down, but King Filibuster still reigns in the Senate. We have overcome filibusters in the past, and I have no doubt that a determined Senate could overcome filibusters at any time. What, in all candor, I do doubt is, whether the requisite determination now exists.

Civil rights legislation has definitely been given a low rank in the list of priorities. Many of the most active proponents of legislation in this field in the past have maintained almost complete silence on this subject. There are some civil rights bills pending, but none that enjoy any semblance of active Administration support. Without such forceful backing, there just does not appear to be a very widespread inclination to suffer through the long and frustrating debate which will be characteristic of civil rights legislation until the filibuster is buried.

I am trying to give you a candid appraisal of the situation, even though I know the picture is bleak and disappointing. It is my opinion that there will be no meaningful civil rights legislation in the 87th Congress unless overwhelming public pressure overcomes the massive inertia of Congress. Here we have a great issue which has been allowed to flounder and to founder in a stormy sea of emotion--instead of being approached and resolved with the deliberation, the objectivity, the sense of justice that it calls for so compellingly.

The President is to be congratulated on his stand with reference to South Africa. This represents an affirmation of the deepest feelings of freedom-loving Americans. But, at the same time, we cannot, in good conscience, wring our hands over the denial of human rights in lands half a world away, if we continue to deny human rights, legal rights, God-given rights to any American because of color, race or creed

This, to me, is the great immediate challenge that confronts our Nation. Freedom, dignity, equality -- these must be realities that we know here first -- and fully -- before they become articles of export.

At the same time, it is essential to keep in mind that, despite setbacks and heartbreaks, progress in the field of civil rights is occurring. The very pressures of history are operating to move us up the dark stairs that lead to the sunlight of freedom and equality. Our Nation must feel the warmth of pride no less than the chill of remorse as we contemplate the road behind us and the progress, however slow, of our forward journey. In a world where the mind and heart and spirit of many peoples are held in a seemingly hopeless captivity, we must not despair because human rights are, to some extent, rationed in our own land. Despite our shortcomings, we remain in the vanguard of humanity's march towards the beckoning heights of universal freedom and justice.

THE MASS COMMUNICATIONS MEDIA AND THE PEOPLE'S RIGHT TO KNOW

Speakers : Dore Schary, Author, Playwright, Motion Picture Producer
Douglass Cater, Washington Editor, The Reporter
Edward P. Morgan, Commentator--American Broadcasting Company

Discussants : Alan Barth, Editorial writer, The Washington Post
Jack Howard, House Subcommittee on Government Information

Chairman : Lawrence Speiser, American Civil Liberties Union

Reporter : Moe Hoffman, National Jewish Welfare Board

Dore Schary

It occurs to me that our title should be "Mass Communications and the People's Right to Know -- What They Want to Know." This would hit at the nub of the problem which is, "What is it they want to know?" From the diet of pap served to them on television, from the vast amount of yellow journals still in existence and from the violence, sex and spectacle in huge colored gobs on the screen, one could conclude that the public are getting what they want, and it serves them right.

There is an ebb tide and flood tide in audience response to pictures that deal with some brutal realities, and the failure of one film that reaches out to touch the conscience of man stultifies the ambition and closes the checkbook. Forgotten are the commercial successes such as Crossfire, Pinky, Gentlemen's Agreement, The Defiant Ones, Trial, On the Beach, and others. If one labors long in the field of pictures that aim for the objective of man's mind, he is likely to be dubbed a maker of "message pictures." You see, a "message picture" is any picture with a point of view which is a failure. If it succeeds, it becomes a "picture of content."

This ebb and flow is the first barranca and of course it involves audience indifference. During my tenure of over eight years at a major studio, the boldest film made was Intruder in the Dust. It was beautifully directed and written and expertly played. The critics were ecstatic; the public couldn't have cared less. In some areas of the country it could not even get bookings. Public indifference murdered it. The fact that William Faulkner wrote the novel probably was one reason we weren't accused in some quarters of being pro-Communist.

This then leads to the second barranca, which is pressure from certain groups and certain areas. A studio or releasing company will in these days of "jackpot" motion picture making view with intense dismay the making of a film that may not be able to play in the South, or may offend someone in the government, or may provoke the Catholics or the Jews or the Protestants. The sensibilities of national groups must also be reckoned with, and I have had letters of concern from architects, lawyers, doctors, Indian Chiefs, motel owners and hearing-aid manufacturers. I once had a sharp letter of protest from some society organized to protect the reputation of German police dogs because in one film a dog of this breed bit an actor.

"The Right to Offend"

As a consequence, films gave up long ago a basic and theatrical right -- the right to offend. This circumstance has now been aggravated by the economic pressure on film companies. With television income from the sale of old films carrying a major source of profit, the companies are producing mammoth films that will stun audiences with their length and breadth and width and height and color and sound. The major promotion is once again related to how much did the picture cost, how long does it run, how long did it take to make and how many stars decorate its main title. Too often, everything is accounted for except the plot. But the audience apparently couldn't care less -- they go to the big ones, occasionally to the freak little one -- but many pictures of leisurely pace and serious content with some degree of nobility are quietly ignored and quickly hidden away.

There are good pictures finding their way into the art houses, and in some big cities they are commanding real attention. That's a good sign. Perhaps soon films in America will again be searching for the special picture -- the good little picture -- but usually if those stories are submitted today they are brushed off as being "good for a TV show", which is the faintest praise with which one can damn.

Another problem to consider: the foreign market. What image of the American personality will be exhibited to the world away from the United States? What image do we want to present? Do we stop, or prevent, or inhibit the production of powerful pictures of protest that might give to the world a view of Americans as a people still in revolt against injustice? Do we inhibit or prevent pictures that would prove that our Nation is so strong, so secure, that absolute freedom of the screen is still a sacred civil liberty?

Or are we naive enough to feel that vapid pictures that glorify violence and reduce sex to moronic vulgarity are really doing us no harm? Do we really believe that just because the good guys always win (be they cowboys in white hats or policemen or G-men or private detectives), that we can show men and women slapped, raped, slugged, shot, knifed, burned and drowned without damaging our national image?

There is no way to censor bad taste, and if there was I'd be against it; but somewhere there must be a way of creating a jury of peers who will judge what is shown abroad not by what the film says or doesn't say -- but rather by a standard of whether it's a good picture or a lousy one.

And what's wrong with the concept of making films purely for American exhibition? Nothing, except that it isn't profitable in a complex world that demands that pictures get bigger and wider and are seen by more people than ever before. Someone, some day will break the trend, but he will need co-operation from creator, financier and exhibitor. Some time in the future, major companies and major talents will be willing to spend some effort and time in exploring the fields of good will and good deeds that present no financial bonanzas -- the field of educational films, for instance. It would be something to see if skilled craftsmen teamed up with brilliant teachers and started to create a backlog of films for our schools and colleges. Hollywood did a magnificent job in making training films during the war; it could do a magnificent job in peacetime.

"Kick up a Fuss..."

But once again, perhaps petulantly, we have the right to ask: What is it that the public wants to know? Even during the war, great documentaries such as "The True Glory" went begging for audiences. Truth was not a satisfactory substitute for fiction. For the record, I'm not arguing for the abolition of entertainment. I'm arguing that if the public is surfeited with some of the junk that comes under that loose heading of entertainment that they kick up a fuss. Let them besiege the sponsors of TV programs; let them berate the publishers of bad books; let them stay away from the theatres exhibiting tripe -- as soon as they make bad taste unprofitable it will cease to exist.

And let the devoted worker in all creative fields also try to clean his own house; if he does not he will find himself fighting the battle against censorship in the wrong place, at the wrong time, against the wrong odds. I'd like to find myself fighting for freedom of the screen by defending the right of someone to make a picture about the bigots in New Orleans, rather than for some cheap, obscene film that might be called "I Was A Teen-Age Werewolf Who Ate Marijuana In A House Of Shame". But if it comes to that, I suppose we will have to fight. The tragedy will be that the fight will be lost -- because the theatre will be burning and someone will have the right to yell, "Fire!"

The very term, "mass communication" makes a clear definition: a communication aimed at or reaching the mass. Let the masses declare what they are for and what they are against -- and let us hope that the tenor of their demand will uplift us and not disillusion us. They, the people, have the right to know everything -- it's a right they can exercise if they choose to and I, for one, hope they do -- and I, for one, believe that they, in time, will alter the shape, the sound, the size and the soul of all our communications.

Douglass Cater

When James Reston interviewed Dean Acheson during his last days of office, he asked Mr. Acheson why he and the press had not been able to get along better together. Mr. Acheson replied, "My position as Secretary of State was to conserve new policies, to nurture those policies in responsible privacy until they were strong enough to withstand the battering of the public arena. Your job was to learn about and publicize them. We were naturally at odds."

There is no absolute resolution of this dilemma in the people's right to know. There is bound to be an uneasy war between government and the press, with no absolute disarmament between the two by a system of mutually agreed upon weapons control. Fresh dilemmas occur with the growth of big government and the mass media. I take the side of the reporter in most of the conflicts -- not because of the argument about the freedom of the press but from a feeling that the role of the press and communications is unique in the American system of government.

The founding fathers created a separation of powers, or as Richard Neustadt, author of Presidential Power, has said, "separated institutions sharing powers." In the fragmentation and competition of our power structure, the necessity for public opinion to sustain new policies is an absolute must. In the United States, the newspaperman has played the role of transmitter -- carrying news from one end of Pennsylvania Avenue to another. This is a vital function, one that cannot be curtailed.

Images and Illusions

There are many dilemmas confronting the people's right to know. There is the dilemma of management of the news. Today, we know more than we did in the past about how to create images on men's minds. A little knowledge in this field is often disastrous. The constant tendency of some in political power is to create substitutes and illusions rather than reality in this communication process. The absolute reduction of this process can be seen in the career of Senator McCarthy.

There are other dilemmas. We have come a long way from the "twenty-four hour historian" role of the reporter. Today, news has become a flow process, a constant, ever-moving stream. The reporter has become a "bucket boy" to keep the stream moving. Despite the growth of mass media, and the additional numbers of reporters assigned to politics, we still have a mal-distribution in space and time. This mal-distribution is one of the problems that contributes most to a lack in the people's right to know. The press is too preoccuped with the packaging of news to attract the millions it is serving, and too few reporters in Washington spend time to dig deep into stories and try to put the pieces together in a meaningful way.

There are no fixed formulas for the resolution of the clash between government and press. On the part of government, there is need at the highest level (and there is no evidence of this in the Kennedy Administration) for someone who broods over the process of communication and is honestly concerned at the highest level that a well-rounded packet does get out, rather than the kind of fragmented leaks that frequently damage policy in the making.

On the press' part, it lies in the greater exaction of self-responsibility and the knowledge of what self-responsibility is. There is need for a "council of elders" with no punitive power over the press but the power of criticism when the press errs in this vital field. It has been told that the failure of the dinosaur to survive was a failure of communication -- his feet were not able to get accurate enough news to his brain nor his brain quick enough to react to the peril his feet were in. If our communication fails, democracy itself is in imminent danger.

Edward P. Morgan

We Americans pride ourselves on being the best-informed nation in the world. Too often, I'm afraid, sometimes without realizing it, we are informed or misinformed, and most of the time we are at best only half-informed. We seem, on the whole, rather to like it this way. If, as the saying goes, a little knowledge is a dangerous thing, we are indeed in danger.

It is not enough to argue that we are as well or better informed than most peoples. That standard is not high enough. In our position of power and influence in a world perilously balanced between peace and war, we can't afford to be only partly intelligent and on a part-time basis. Nowadays almost everything that happens anywhere on the planet affects you and me in some way. But who is there who has a clear grasp of these far-away developments? Nobody can reasonably demand that we equip ourselves with the wisdom of Solomon or stuff ourselves with facts like an IBM machine, but I think it is time we confessed that our love affair with knowledge is a casual one.

There are hopeful signs here and there that the broadcasting industry is experiencing twinges of guilt over its huckstering, its practice of a kind of mass hypnosis to induce desires for opulent excess. The other day the new president of the National Association of Broadcasters, the civilized ex-governor of Florida, LeRoy Collins, warned the NAB that lip-service to its public responsibility is not enough. Presumably he was referring, among other things, to saturating the air with stomach-powder and soft-drink commercials and then pompously squeezing in, as an alleged public service, a plug exhorting you and me, in a voice of cloying unctiousness, to take the whole family to church on Sunday -- "you'll feel better for it." As if you could swallow religion too, like a liver pill. The lively young new chairman of the Federal Communications Commission, Newton Minow, a former law partner of Adlai Stevenson, indicates that he too is going to have much more than a passing interest in how or whether broadcasting is contributing to the public good over and above its entertainment goodies designed to Sell. The current competition among major networks on news coverage and programs in public affairs should increase the depth and raise the standard of public information and understanding.

Commercialism and Bigness

Commercialism remains the key but there are other problems. Commercialism begat bigness and bigness has invaded everything -- business, labor unions, government bureaucracy and bombs. Simple, vital facts get lost in these vast dimensions. We live in an age of staggering scientific discovery and expanding mechanical marvels; we can transport people and things and words and pictures from place to place faster than ever before; but as we step up the speed of this traffic via jet and -- soon -- space satellite TV channels, we increase in direct proportion the dangers of distortion via the smudge of superficiality, and the half-developed perspective.

Along with bigness and the complexities of new situations, there is the added obstacle of secrecy. Secrecy knows no partisanship. It is a by-product of any bureaucracy. The Eisenhower Administration stockpiled it in alarming abundance under a label of executive privilege.

President Kennedy has promised that he will not abuse that privilege by using it to conceal mistakes; but he stoutly maintains that secrecy is necessary to protect delicate diplomatic negotiations while they are in progress. He has also warned the high military brass that they must not speak out of turn in public. He argues that when a member of the joint chiefs of staff, for example, makes a speech, the public and -- in some respects more importantly -- foreign governments have a right to assume he is reflecting Administration thinking. The White House is trying to extend this co-ordination of policy pronouncements to all key departments so the Administration won't seem to be speaking with a towering babel of voices. And finally, the President is demanding certain protections of his personal privacy -- for instance, a written pledge extracted from members of the White House staff that they won't write about their experiences with the Kennedys during or after their tour of duty.

These developments have provoked some calculatedly anguished cries of "censorship" and "gag rule", especially from the Republican opposition and the gold braid at the Pentagon. My own hunch is that the President is going to find it very difficult indeed to make much of a dent in the country's assumption that the first family belongs to the public. He is already having trouble keeping everybody on the New Frontier talking out of the same side of his mouth. As for Mr. Kennedy's insistence that on matters involving national security, people in the government, in or out of uniform, reflect the Administration line of keep still, I for one heartily agree with him. (This does not inhibit the honest differences of views in testimony before Congress.) On the point of government secrecy as a whole, I think the President should be given the benefit of the doubt until his promise of performance can be put more to the test.

Assembly-Line News-Gathering

Admittedly, the general public would not be so well informed as it is if it weren't for the worldwide news-gathering facilities of the wire services. But this assembly-line operation carries a curse with it too. It is the curse of superficiality, sensation and mediocrity.

Major dispatches on tensions and contentions between East and West are cast in the mold of conflict such as one could expect from the home-team sports writer covering the Rose Bowl game. Example: When Dean Rusk appeared before the Senate Foreign Relations Committee in support of his confirmation as Secretary of State, he said a number of meaningful things, including the warning that we are going to have to face the reality of the growing threat of the Peiping government. But what were the bulletins from the committee room? "No recognition of Red China now, says Rusk."

In "shaping the mind of our time", everybody, shaper and shapee, has a moral responsibility. I believe this should involve the objective of approaching as near the truth as possible in terms as understandable as possible. For this the news media have the biggest responsibility of all. But radio, television, newspapers, magazines, advertising and Hollywood all have a vested interest in the merchandising of truth, and this does not always preserve it in proper perspective. Can big business be reasonably expected to purvey the news, and comment on it, in the depth dimensions we need? Perhaps the media require competition from some neutrally-endowed, non-profit newspaper, or network like the BBC. Standards must be lived up to, and in the case of broadcasting they must be created and then enforced by the lifting or denial of Federal licenses.

But this gets into a treacherous area of control; and surely government intervention in the form of censorship is not the answer. It would only pose another problem.

The Public's Power

The public itself possesses enormous power of influence which it does not wield enough in demanding more and better information from all media. The public outrage -- mild as it was really -- over the loaded quiz shows was sufficient to set broadcasting belatedly looking to -- or rather looking for -- its conscience. But Ralph McGill has remarked in his column on a "failure of a large segment of the South's public leadership and its media" genuinely to inform on such an issue--so passionately in need of dispassionate treatment--as the racial problem. In New Orleans there were some timid attempts to deal responsibly and with some courage in the coverage of the token desegregation of two of the city's elementary schools; but they really didn't add up to much and the ugly defiance of violence still broods in the city's background. Is it sheer accident that continued turbulence threatens in a city whose information media largely failed to prepare the citizens for inevitable change -- in contrast to the not unpainful but far more civilized transition at the University of Georgia in Athens -- an area where organs like the Atlanta Constitution had long been dispensing cool-headed comment and reporting public sentiment for keeping the schools open?

There are many sources and suppliers of news to which a discerning public can turn and by so turning increase the pressure for more qualitative reports. Partly due to public demand, the news agencies themselves have greatly matured in their sense of balance and interpretive handling of the news. Other more distinguished sources include the columnists, from Walter Lippmann on down; the special reports of the more responsible newspapers; now and then the commentators; and certainly the so-called "little magazines", which are about the only living examples of old-fashioned American muck-raking left.

The public has a right to know. But like all rights, this one has to be nourished and exercised or it will wither. James Madison, one of the architects of the Constitution, said that "A people who mean to be their own governors must arm themselves with the power knowledge gives. A popular government without popular information or the means of acquiring it is but a prologue to farce or tragedy or perhaps both." This historic bit of wisdom may come as news to some; but I suggest it is news which relates to us, and underlines the obligations and responsibilities of the mass communications media, the information business, which are being so inadequately, half-heartedly fulfilled.

Discussion

Alan Barth observed that the press has a special function and a special place in American life: the function, to be a critic of government; the place, one of outstanding privilege among all American institutions. It enjoys absolute immunity from government regulations (under the First Amendment); and under the theory that it is an instrument of enlightenment, it enjoys relatively low postal rates. The freedom of the press -- one of the great prides of the American people -- stems from the desire of the authors of the Constitution that it should serve as one of the essential elements in the system of checks and balances which they had contrived for our government.

They conceived of a press, always independent of the government, which would serve as a censor of that government. Thomas Jefferson said, "No government ought to be without censors. While the press is free, the government will be." And again, "The press brought about in an orderly way that which could be brought about only by revolution in any other system."

The failure of the press lies in its failure to exercise fully its censorship function. As Douglass Cater has said, "The role of the press is higher and more responsible than the press assigns to itself." It seems to me that the press has been less vigorous and less valiant than it needs to be. It has been less tough than it should have been in pointing out the proliferation of government power. It has not been vocal about the growth and extension of the government police power into avenues traditionally considered immune to such invasion--the extension of the investigative power of Congress into the universities, churches, media of communication, and freedom of association and expression. All these the press has done too little to explore.

And the press has fallen most into decay and desuetude at the local levels in communities all over the Nation where editorial opinion can be most knowledgeable and effective. The newspapers which are loudest in decrying centralization of government in Washington are precisely those which do the least to provide a forum for discussion of local issues, or to provide leadership for solution of local problems. Newspapers that enjoy monopoly positions tend to avoid treading on others' toes.

The ruffling of feelings, the criticism of official actions, the instigation of local improvement and progress are essential responsibilities of the press. It is for this that the press was given the essential freedom it enjoys under the First Amendment.

Jack Howard detected an air of optimism left by the previous speakers -- in which he did not entirely share. He found reasons for pessimism in the necessity for accelerated decisions and accelerated understanding in today's jet age. "This is a new problem; the leisure for making mistakes is denied us." There is ground for pessimism, too, in the increasing size and function of the Federal government, which is moving into new areas because of the inability of State and local governments to act in them. By its sheer size, the Federal government gives us added problems in communication, in getting out the facts, in getting understanding across. The inability of the communications media to get the information they want and need is not a partisan affair; this is just the secrecy of bureaucracy, and it is bad for the people.

Mr. Howard sees the picture further darkened by military secrecy, which extends beyond the obvious need to protect vital installations, to anything and everything that deals with the military process. How can civilian control over the military be effective in the face of the barriers erected around the Pentagon?

The "management" of the news is another cause for concern. Officials have perhaps a legitimate interest in getting their side across and, if possible, in keeping the other guy's side from being heard. But this "management," when combined with secrecy and suppression of the facts, is a dangerous and disturbing process. In such an atmosphere the press cannot discharge its function as critic; it becomes an accessory.

Is there an answer? Are we realistic when we ask the free enterprise press to educate the public instead of catering to it? Or can we ask the press to criticize itself? What screams there were a few years ago when some newspapers discussed the responsibility of the press for a content analysis of the coverage of the national elections of 1952 and 1956! That proposal was dropped like a hot coal. Nobody in the business is going to be caught dead taking a crack at somebody else in the business. How about a "council of elders" from outside the press -- perhaps of professors of journalism? I don't think this is realistic either.

Earlier this morning the public was urged to kick up a fuss about bad taste and lack of content. But this tactic sometimes works in reverse; and I'm far from sure that the public can win -- "fuss raising" or not.

CHURCH AND STATE TODAY AND IN THE NEW DECADE

Speakers : Wayne H. Cowan, Managing Editor, Christianity and Crisis
William Clancy, Editor, The Church Peace Union's Worldview
Rabbi Arthur Gilbert, Director of Inter-Religious Cooperation, Anti-Defamation League of B'nai B'rith

Discussants : The Rev. Dean M. Kelley, Director, Department of Religious Liberty, National Council of Churches
Dr. C. Emanuel Carlson, Executive Director, Baptist Joint Committee on Public Affairs

Chairman : Thomas E. Harris, Associate General Counsel, AFL-CIO

Reporter : Edward L. Ericson, American Ethical Union

Wayne H. Cowan

Several years ago John Cogley suggested that if a group of ancient philosophers or medieval scholars were to project the U. S. of the mid-twentieth century as a possibility, they would all agree that it could never work because the principle of unity would be too slight to keep a political society afloat. They would deny, he said, that a society divided on all the questions that really matter could be held together. Yet, here we are -- relatively cohesive and probably as stable as any nation in the world today. Mr. Cogley attributed all this stability to the fact that we are able to live without ideology. It is readily apparent that, whatever Americanism is, "it is not a set of simple propositions, universally held, about the meaning of life or indeed the meaning of any of the really important questions about man and his destiny."

Most of us would, I feel certain, regard Mr. Cogley's analysis as correct and true to our experience. Yet we might raise the question: "How long can we continue in this fashion, especially in an age of ideology such as this, with its great emphasis on substantial beliefs?" Whether the concern is with a Roman Catholic in the White House or the issue of Federal aid to schools, public and private, and the larger question of Church and State, we must all be aware of the danger of purely ideological response.

There is fear abroad in the land, fear that the Catholic minority will become a majority, that the naked logic of their theology might justify the destruction of richly prized human rights. But we know as a people that it is historical experience, and not pure logic, that in the long run secures our liberties.

Therefore, the first thing to be said in this matter of Church-State before us today is that our future is safe so long as we, as a Nation, scorn ideology. In other words, "Beware the ideologue," for he distorts the issues, and as Thomas O'Dea reminds us, plays an important part in structuring the framework in which a great deal of the exchange takes place; and more moderate people suffer accordingly.

Relations between religious groups -- particularly Catholic and Protestant, but not entirely so -- have improved considerably on the upper levels in the last few years. Recent months and the election experience have given us considerable opportunity for education in matters political and religious. And I daresay in the ensuing days we are due for considerable enlightenment in matters of Church and State. Regardless of the outcome of the current controversy, it will do us good if it gets us to thinking about the issues.

That there is a certain justice in the Roman Catholic effort to avail themselves of public funds should be obvious to all. Likewise, it should be obvious to the Administrative Board of the National Catholic Welfare Conference and to most Catholic laymen that it would be disastrous if the President's program for education for the whole Nation were to be killed because of their demands. Similarly, even if they should get precisely what they want and without endangering the President's bill, they might rend the fabric of our society in irreparable fashion and do more harm than they can now conceive.

On the principle of and need for separation of Church and State, first I would like to say that we Protestants need to be warned against our ready tendency to exaggerate the Protestant character of our institutions. After all, the principle of separation of Church and State is not Protestant; it is a product of principle in the American experience, an American and Baptist principle. Church and State are united in many Protestant countries and were so even more in the past.

The Principle of Separation

The principle of separation has been developing since the beginning of the Republic, and in some respects it is still being clarified in the courts. We have not had nor are we likely to have an establishment. In origin there were basic forces for separation in this country -- first the Baptists who have always opposed ties between Church and State, who for so long had suffered persecution in those nations who had establishments, and who continue to this day to be the watchdogs on this question. The second force was those intellectuals influenced by the enlightenment (e.g., Madison and Jefferson) who sensed a threat to religious liberty in every form of establishment. Their concern for separation did not flow from hostility, nor from any desire to place the churches at a disadvantage. It grew rather from their belief that the churches would be better off on their own.

John Bennett has suggested in his book Christians and the State three reasons for the separation of Church and State that are specially applicable in the United States: (1) This is the only way to assure complete freedom for the Church from the State. (2) It likewise guarantees that the State will be free from the Church and thereby guarantees religious liberty for all. (3) Simply that it is best in any case for the Church to be on its own, supporting itself as a distinctive Christian community characterized by lay initiative.

Leo Pfeffer, a recognized authority in this field, has been the outstanding spokesman for the position of the strictest possible separation, which is the position I would assume to be most familiar to Americans, not least because most Supreme Court rulings have tended to follow this line. Mr. Pfeffer holds that strict separation best serves all causes -- religion, democratic government and the interests of the people. He insists that religion occupies the place it does in American society because of this fact of separation.

In contrast to this position is that taken by Milton Katz, the former dean of the University of Chicago Law School. Prof. Katz goes to the 2nd part of the First Amendment and says that the requirements of religious freedom give the answer to the question of how far the government should go in promoting separation. He says that separation ordinarily promotes religious freedom and that it is defensible when it does, but that it is an instrumental principle. The crucial question here is religious liberty, including the freedom to doubt and deny. In no case, Prof. Katz says, does he find in historical materials the clearcut, unequivocal meaning attached to them by Mr. Pfeffer. Schools are, he continues, the one area "where the government should attempt delicate neutrality, avoiding the use of its power to promote religion, however impartially, and avoiding, at the same time, the promotion of secularism."

Prof. Mark de Wolfe Howe of the Harvard Law School has raised questions about the allegedly Protestant-orientation of at least one Church-State tradition in this category. He has suggested that the American doctrine has theological presuppositions that are inconsistent with full neutrality among religious groups. In this he says that we refuse full religious freedom to groups that believe in religious freedom. He writes: "The political conviction that religious liberty is of profound importance generally bespeaks a Protestant, and very frequently a skeptical, attitude toward the truths of religion. Behind our constitutional provisions there may lie, therefore, an attitude, if not a religious faith itself, which is predominantly Protestant in spirit."

"A Nation of Unity in Diversity"

It is unlikely, he says, that the equality that results from liberty will be obtained by a Church which is committed or seems to be committed to the doctrine that all men are obligated to seek and follow the truth that is to be found in faith only. Nevertheless, he finds it disturbing that the reason Protestants are hesitant to pronounce as false the doctrine pronounced by a neighbor does not result from either tolerance or belief in religious liberty, but rather from a skepticism that is "an essential element in 'the spirit of latter-day Protestantism.'" Prof. Katz cites this skepticism as one basis for widespread opposition to full freedom in relation to parochial schools. Another is the fear of groups whose devotion to real freedom is considered questionable.

No one should be so bold in this area as to prophesy the shape of the future, but I would venture to say that many questions that have long been considered closed questions will soon be opened for re-examination and reconsideration. This is bound to hurt the pet theories and illusions of many people and groups, but it is a necessary part of growth and change. We can only hope that persons on all sides of these questions will not be so overwhelmed by the inevitable tensions that grow from pluralism that they will be incapable of the reason and charity that have combined to enable us to establish a Nation proud of its unity in diversity.

William Clancy

I am in agreement with much of what Mr. Cowan has said, with only minor differences between us. The fact that he as a Protestant and I as a Catholic can agree on so much may not help the discussion here, but the existence of such agreement will help good feeling in America. Since the presidential campaign of last Fall, we have been confused on the Church-State issue; we were confused before, but now we are confused on a higher level. And we are just beginning. The next ten years will see much more discussion of this issue.

In it, on both sides of the question, we must avoid the danger of treating the issue as a contest between "good guys" and "bad guys." We must take a close look at the American reality. A close look will confirm the fact that ours is a society in evolution, a pluralistic society which has not settled into some final form. There is no fixed and accepted standard against which the "good guys" and the "bad guys" can be measured. The condition of our pluralistic society is rather fluid. We must avoid too facile talk about "the American consensus" and "brotherhood."

Instead we must recognize that American society consists of what Courtney Murray has called four "conspiracies"-- noting, of course, that conspiracy as used here implies no sinister quality. According to Father Murray's analysis, the four conspiracies of the American pluralist scheme are: (1) Protestantism, (2) Catholicism, (3) Judaism, and (4) secularism. Each brings to Church-State relations its own history, fears, hopes, prejudices and axes to grind. Father Murray points out that in fact American civic amity is a thing of the surface. When one breaks through this surface, he uncovers passion and war.

Among these four groups there exists deep distrust of the views of the other in respect to loyalties and future development. This distrust grows out of differences of theory and philosophy toward American society. There is the historical antipathy between Catholics and Protestants, and the Jews' fears of the Church, all of which go far behind the comparatively recent American experience. And there is the all-pervasive fear of the secular Humanist that all organized religion is in sometimes open but always active opposition to intellectual freedom.

"Clearly the End of an Era"

We must face up to the fact that we must continue as a society, talking openly about our fears and differences; we must do this more seriously and profoundly than in the past. Time is propitious for this in America, much more so than at any other period in our 150 years' experience, because we have clearly come to the end of the Protestant era in our national life. Even as late as 1928, it was possible for a French writer to characterize America as a Protestant culture.

This is no longer true of our image of ourselves -- a Protestant culture with Jews and Catholics regarded as tolerated minorities in American institutions.

Our break with this past, symbolized in the election of a Catholic as President, has been traumatic. It has had effects upon the American Catholic community, ending Protestant hegemony and likewise ending what I call the immigrant phase of American Catholicism. The Catholic is ready to take his place socially, economically, and culturally as a co-equal in American life. Also, there is a growing self-awareness of the Jew in the American community. We may expect to see a growing demand to end certain Christian practices. Sunday closing laws and Christian Bible teaching will be re-examined. This will be healthy. I believe, too, that secular Humanism in the U. S. is now being forced to take the view that the claims of religion must be considered more seriously, and cannot be patronized as in the past.

A profound change has taken place in the American Catholic community during the past decade. The old Catholic-Protestant clash is closed. In a way, the last presidential campaign was an anachronism. Kennedy was the first candidate to run on a POAU platform. Harry Golden said that the Baptists at last have their man in the White House. It is somewhat true, and I do not regret it. It has dispelled the caricature of "the Catholic position," revealing the multiplicity of Catholic positions.

"<u>The Total Good...</u>"

Catholics must leave behind negative, defensive attitudes derived from a persecution complex. This experience, as it was felt in 1928, is now ended. Catholics must re-evaluate their position and attitudes. If Catholics indeed share as co-equals, they must consider more carefully the total good; they must be ready to compromise the particular good for the sake of the general good. For example, it is impossible for a Catholic to engage in conversation of this type without having the birth-control laws thrown in his face. It is good that this is so. Catholics may delight in the fact that these laws were originally established by Protestants, and there is a temptation to say: "Stew in your own pot of fish." The larger issue is lost. It is not relevant that "this" is the Protestant position and "that" is the Catholic position. No, the Protestants made their mistake in the first place, and Catholics keep the bad laws on the books. And they <u>are</u> bad laws.

The school issue: I believe profoundly that in the coming decade the non-Catholic community must examine more seriously the Catholic grievance that present policies violate distributive justice. Non-Catholics must not dismiss this out of hand. (I do not say what the conclusion after such examination will be.) Catholics must not advance their own claims, no matter how just, which defeat the public good, such as a much-needed school-aid bill. We Catholics must see that our censorship policies leave much to be desired. And we must, as co-equals, become more sensitive about questions where civil liberties are involved.

In his study of John Kennedy, James McGregor Burns sought to explain why Kennedy ignored the threat of McCarthyism. I had assumed that Kennedy, representing a State where support for McCarthy ran high, chose to ignore the issue for the same reason that a liberal like William Fulbright, coming from Arkansas, ignores the race issue.

But Burns reasons that, because of his Irish Catholic cautioning, Kennedy could not see what the fuss was all about. This I cannot understand. Nevertheless, Catholics, leaving behind their immigrant phase, cannot continue to concentrate on being just bread-and-butter liberals, but must come to understand the liberal-enlightenment traditions. To a degree the charge that we have not is true.

The issue will resolve itself not in the old Catholic-Protestant argument, or the Jewish-Christian argument, but finally between religious groups and what I fear is creeping secular totalitarianism -- not only a secular society, which we have, but as a secularist society. Men of good-will must avoid sharp, irrevocable positions -- dogmas --in American life.

Rabbi Arthur Gilbert

The increasingly bitter Jewish-Christian confrontation on the role of religion in public education can be accounted for in many ways. It reflects population movement and the growth of Jewish participation in the social and cultural life of hundreds of new and old suburban centers around our major cities that were once homogenous and now include a healthy percentage of Jews. It reflects a new self-confidence and security in the unique processes of democracy in America that permit us now to voice old resentments at Jewish disadvantage in a Christian-shaped culture.

More than half of Jewish teen-agers in a recent poll conducted by the B'nai B'rith Youth Organization confess that they skip or replace words in the Christological hymns sung in the public schools at Christmas time, and almost one-fifth reported that they were asked to explain and account for their disbelief in Jesus as Christ by public school teachers at that time. Jewish parents now feel secure enough in America to ask if these old traditional ways of expressing reverence in our public schools -- ways that are Christian in substance and form -- need be continued. Is there no other way?

Jews are as concerned as any religious group with the challenges that confront American society -- the Communist enemy without and the moral break-down within. But our reaction to crisis differs as Judaism differs from Christianity. Thus many Christians -- holding a creedal religion -- seek reassurance in the reassertion of their creed. A declaration of belief in belief is almost expected of every office holder, genuine citizen and public institution in our land. One wonders whether Thomas Paine or Abraham Lincoln, who were without formal church affiliations, could ever be elected to public office in today's America, where the magic of a confessed religiosity is anxiously invoked.

Judaism, an ethic-centered, behavior-oriented, non-creedal religion that sees salvation achieved not through faith alone but by devotion to good works, reacts differently to this crisis. We believe it presumptuous to think that one can put America "under God" by declaring it so. We believe that improving parent-child relationships, raising the quality of teaching, limiting the size of classes, wisely expending additional funds for school facilities, child guidance classes, urban renewal, etc. are more fruitful first answers to the complicated problems of delinquency than opening the school day with devotional exercises, or reading ten verses of Scripture without comment each morning in the public school.

Yet, withal this difference in religious approach, the reason Jews are concerned with the religiosity suggested for the public school is at bottom the historic memory of imposed Christianity. And we do not want this in America. There are enough evidences still of Christian insensitivity to the Jewish situation that the old fears and unhealed wounds are for many Jews yearly awakened afresh. For years now, for example, Jewish agencies have been urging Christian clergy associations in Ohio to take their released time classes out of the public schools--clearly a violation of the Constitution as interpreted by the Supreme Court. Only the threat of law suits and exhortations from understanding national denominational officials have at last, this past year, achieved a first effect on Ohio church officials. And we still have Virginia, North Carolina, Tennessee, Texas and who knows where else to go. Each year in some Bible-belt State, noted church leaders will recommend that Bible classes be established or expanded in the public school. And each year, the suggestion by a Jewish parent that the Nativity play is improper as a Christmas public school presentation is greeted somewhere in the United States with a cross-burning or the distribution of anti-Semitic hate literature or harrowing telephone calls, inflammatory church paper editorials, wild letters to the editor and campaigns to re-elect the school board or replace the school superintendent or principal should they have reacted sympathetically to the Jewish dilemma.

"We Are Leaving the Ghettoes..."

Up till now, Catholics and Jews generally have lived in their own ghettoes and were not as deeply involved in the shaping of the American culture. But now, we are leaving the ghettoes and as we do, it is inevitable that we bump up against each other. Inevitably there are conflicts deriving from our differing theologies and styles of life that reflect themselves in our quarrels over moral judgments and social legislation. Birth control, divorce laws, censorship regulations, Sunday closing legislation -- all of these and other issues too have been the cause of serious inter-religious conflict. I anticipate that in the next decade these struggles will continue until each of us fully comes to terms with the fact that our American society is pluralistic, and that none of us can impose his moral judgments on all the rest of us.

There is merit in the Catholic call for some consideration of the economic plight of their mushrooming parochial school system. They are properly aware that some groups in this country little appreciate the important contribution private education has made to the public welfare. And in some parts of the country, every Catholic request, even for child-welfare benefits, is rejected out of hand, because Catholics have asked for it. There is no excuse for anti-Catholicism. On the other hand, the needs of public education are so severe and urgent, the case for Federal aid to education so commanding that it is an act of irresponsibility -- a display of power politics unbecoming religion and the Church -- for the hierarchy to have suggested that they would rather defeat the bill than have it passed without their amendment. Is Catholic patience in America so sorely tried that they must insist on this either-or political maneuver?

Surely on this issue there is no consensus. There are many historic, legal and prudential grounds for questioning the grant of loans or gifts for sectarian education. Is this not an issue we had better discuss on its own merits, unrelated to the responsibility we all must assume for public education?

On other issues, one hears a prudent voice from Catholic clergy and laity, such as Bill Clancy's, suggesting that where there is no consensus the Church must act with restraint, that the Church is not obliged to legislate as crime all that is sin. Such teaching represents a salutary development.

"An End to Labels and Smears..."

The most exciting new trend in our inter-religious relations is that we are at last really talking to each other about such issues, and we are coming to cathartic revelations. No one position is maintained on any of these issues by any one of our faith communities. No one does or can speak the position of all Catholics, all Protestants or all Jews. There is no hierarchy or authority in any of our groups that could on any of these issues compel a disciplined adherence to any one position. As differences within our faith groups are given freedom of expression, I suggest that the very nature of the controversy among them will take on a markedly constructive new form.

I should like to suggest that we look upon our differences as the occasion to grow in understanding and to deepen our own humanity. Instead of calling up arms to overwhelm the other, we ought to be more concerned to discover what truth may be hiding there in his otherness. We need to listen more and strike back less. We need to use our differences to enrich each other.

I am sorely tried by the facile -- even dishonest -- way we have of labelling and smearing our opposition so that we may more easily dismiss it. Is it not clear that when Jews question religious practices in the public school, they are not supporting secularism and communism? They are suggesting rather that religion is too precious to be so misused by the State. It is out of our deep concern for religion that we raise the questions we do.

Is it not clear that Protestants are not manipulating the public schools in order to evangelize the Jew? They are rather concerned that we strengthen ourselves against communism and materialism and moral decay by lifting up for attention the religious symbols that remind us of our spiritual resources and ultimate responsibilities.

Is it not clear that Catholics are not seeking to destroy the Constitution nor take over America nor place the State in subservience to the Church when they ask for financial help for their school system? They are seeking rather what they consider their distributive justice as taxpayers and citizens.

I plead for a moratorium on distorted, facile, destructive, dishonest name-calling. Can't we accept the fact that our differences are genuine and legitimate differences, seriously held; that we all seek good for America, not evil; and that we must understand our differences -- not demolish them? Protestants and Catholics will go on quarreling over Federal expenditures for private education -- and Jews and Christians over the role of religion in public education. But there are reconciling efforts at communication; a growing resolve that our disagreements be handled agreeably; new formulations of the role of the Church in influencing the civic order that will enable us here and there to grow in brotherhood and fellowship despite our differences.

Discussion

The Rev. Dean M. Kelley pointed out that the Protestant position contains many conflicting views, and for some Protestants, Church-State separation may mean simply: How can the government co-operate with the churches without helping the Catholics? For them, it boils down to a "stop the Catholics" attitude.

It will be difficult to rationalize our varying viewpoints on such specific issues as government aid for higher education, he said; but we are going to have to try to do it. We cannot expect that two centuries of American experience can change outlooks much older. Judaism was theocratic for thousands of years; and for a thousand years the Catholic Church was shaped by the fact that it served as the Roman emperor in the West. Such patterns are not easy to alter. In fact, it is amazing that the brief American experience has produced such early accommodation and such mutual respect.

I defend the right of the Roman Catholic hierarchy to press for what they feel is right. Their controversial statement that they must oppose what they see as "discriminatory" aid is a standard political stance for any group in America. The Christian Century, an esteemed Protestant journal, made the equally adamant statement that Protestants will not pay taxes for the teaching of doctrines which they do not believe.

In this controversy we should weigh the problem of extending the neighborly attitude to that portion of the community given to barbarities of expression. The bitterness of the past stands as a barrier. How can we free ourselves from these old hostilities and fears? Here is our question. . . . The first test is whether we shall give aid to private schools. Some of us would entertain suggestions for such assistance; but not under pressure that impresses us as blackmail.

Dr. C. Emanuel Carlson agreed that the place of ideology can no longer be neglected. But must we have an American ideology and an official ideology? Is the Church, as some suggest, the official steward of the morality of a nation? If that is the view --if that is religion and that is the Church -- the American experience is coming to a test.

Is it, on the other hand, possible to get beyond government, bringing to bear on the government the moral influence of faith? We need to grapple more substantively with the concept of justice, which is the chief job of government.

Another question now raised: Is this an old Protestant country now changing? I doubt if you can have a Protestant country. Is it possible for a government to experience a religious commitment? Is this not personal, by its very nature? Baptists believe that the reality of faith must be protected by its personal nature, or we shall get a pagan people called a Christian nation.

Some treat the separation principle as a never-the-twain-shall-meet concept. But this is not the issue. Must religion claim extra-territoriality, like a foreign embassy? Not so. The separation principle is designed to guard the freedom of individual believers. And this is a definable concept.

I raise another question: Have we outgrown our philosophy of institutions? We have believed in the principle that "the people rule." We believe that man is above his institutions, not raw material to be built into them. We must be clear as to whether the proper order is from the Divine to man to institutions, or from the Divine to institutions to man.

From the tenor of these discussions, I find that I must be a Jew--or a secularist. I do not insist that society has a divine mandate. I believe that the gods I worship are beyond society. God is not small enough to be put on a shelf, or in an institution. Much of the controversy rises out of superficial religious thinking, and the attempt to "place" God here or there in our institutions.

It makes me unhappy to think of religious groups as "communities." I think my community is larger than a religious group. We must beware, lest our superficial thinking lead us to discard our American community with free schools, libraries and the rest -- feeding public funds into conflicting "communities" to feed their contest with each other.

If we discard the principle that man is more important than institutions, we discard freedom. We find ourselves and the general good sacrificed for the sake of conflict in the news channels. We may do injustice to the best in all our religious fellowships in assuming that there is a cold war among religions. If we assume that such a conflict is real, it will be real. We need mature dialogue.

In floor discussion, Mr. Clancy said he is not sure he favors Catholics pressing for any kind of school aid. "I have not worked out my view of distributive justice." He believes, however, that it is "a serious issue of justice" not to be dismissed in the dogmatic way of POAU." "I believe younger Catholics are questioning their whole place in American life. What worries me is that outside of the Catholic community there is no knowledge of this process. The situation is absolutely fluid. Even what was held a generation ago is no longer held."

Mr. Cowan proposed that some attention be given to other solutions to the parochial school needs. A proposal was advanced from a Catholic source that parochial school children might take some of their courses in public schools, thus reducing the burden on their premises. This would reduce sectarian segregation and give parochial school parents a direct interest in the public schools, with advantages to both sides. Whatever solution is worked out must not be one-sided.

Rabbi Gilbert noted that a Catholic spokesman has said that the Church itself has not resolved its fiscal policy on aid. It has been suggested that Catholics of means might help those hard-pressed. One Catholic source has asserted, the Rabbi said, that if Catholics do not receive Federal aid funds for their schools, they may oppose future bond issues for public schools; this would be unfortunate. He acknowledged that Protestants often feel that Jewish regard for the Jewish child in the public school is only a concealed attack on Christianity. Religious groups should not act like political and economic pressure groups; we must inhibit ourselves on this.

Dr. Carlson said that in addition to the other problems discussed, the "distributive justice" argument ignores the problem of the various State constitutions, which should be considered.

Agencies registered at the 1961 Clearing House Conference (continued from back cover):

Prince William Council on Human Relations
St. Luke's Episcopal Church
Senate Subcommittee on Constitutional Rights
Seventh Day Adventists
Social Legislation Information Service
Southeast Fellowship for Social Justice
Southern Regional Council, Inc.
Temple Sinai, Social Action Committee
Textile Workers Union of America, AFL-CIO
Unitarian Fellowship for Social Justice
United Automobile Workers of America, AFL-CIO
United Church of Christ
United Church Women
United Presbyterian Church, U. S. A.
U. S. Commission on Civil Rights
U. S. Department of Defense
U. S. Department of Health, Education and Welfare
U. S. Department of Justice
U. S. Department of Labor
U. S. Housing and Home Finance Agency
U. S. Information Agency
U. S. Veterans Administration
United States National Students Association
United Steelworkers of America, AFL-CIO
Virginia State Conference, NAACP Branches
Washington Cathedral
Washington Ethical Society
Washington Urban League
The White House
Women's International League for Peace and Freedom
Y. W. C. A., National Board

COMMITTEES FOR THE CONFERENCE

Chairman	Dr. Fred S. Buschmeyer, National Council of Churches
Co-chairmen for the Conference	Herman Edelsberg, Anti-Defamation League of B'nai B'rith, and Lawrence Speiser, American Civil Liberties Union
Arrangements	Olinda Roettger, chairman; Rosaline Fisher, Betty Shapiro
Attendance	Ethel Payne, chairman; Russell Bradley, Jason Silverman, Mrs. Ralph D. Smith, Mrs. Wallace Streeter
Conference Report	Theodor Schuchat, chairman and editor; Edward L. Ericson, Moe Hoffman, William L. Taylor
Hospitality	Virginia Kinnaird and Germaine Krettek, co-chairmen; Elizabeth Herring, Gladys Irwin, Margaret McCane, Florence Schott, Martha Wildhack
Literature	Robert J. Greene, chairman; Dr. Edwin W. Davis, Shirley Koteen, Constance Longshore, Felix Putterman, Emily D. Reed
Press	Irma Piepho, chairman; David A. Brody, Frances Neely, Lucile Ellison, Penelope Wright
Program	Mr. Edelsberg, Mr. Speiser; Kenneth M. Birkhead, J. Arnold Feldman, Thomas E. Harris, Roy H. Millenson, Clarence Mitchell, Edward P. Snyder, William L. Taylor
Registration and Information	Martha Aries, chairman; Lucille Bell, Valre Davis, Lucia Lhamon, Eva Sofer, Edna Strauss

Executive Director: Mary Alice Baldinger

The following agencies were registered as sending representatives or observers to the annual National Civil Liberties Clearing House Conference for 1961:

Alliance of Unitarian Women
Amalgamated Clothing Workers of America, AFL-CIO
American Association for the United Nations
American Association of University Professors
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Council on Human Rights
American Ethical Union
American Federation of Government Employees, AFL-CIO
American Federation of Labor - Congress of Industrial Organizations
American Federation of State, County and Municipal Employees, AFL-CIO
American Friends Service Committee
American Humanist Association
American Jewish Committee
American Jewish Congress
American Library Association
American Newspaper Guild, AFL-CIO
American Nurses Association
American Veterans Committee, Inc.
Americans for Democratic Action
A. M. E. Zion Church
Anti-Defamation League of B'nai B'rith
Arlington Human Relations Council
Association for Childhood Education, International
Baptist Joint Committee on Public Affairs
B'nai B'rith Women
Brandeis University
Christian Science Committee on Publication
Civil Liberties Educational Foundation
Communications Workers of America, AFL-CIO
Council of Churches, National Capital Area
Delta Sigma Theta
District of Columbia:
- Commissioners' Council on Human Relations
- Commissioners' Youth Council
- Public Library
- Public Schools
- Recreation Department
- Teachers College

Fisk University
Friends Committee on National Legislation
Friends Committee on Race Relations
Governmental Affairs Institute
Hadassah
Howard University
Industrial Union Department, AFL-CIO
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Japanese American Citizens League
Jewish Community Council of Greater Washington
Jewish War Veterans of the U. S. A.
League of Women Voters
Lutheran Church - Missouri Synod, Department of Public Relations
Methodist Church,
- Board of Christian Social Concern
- Women's Division, Board of Missions

Metropolitan Women's Democratic Club
Michigan Fair Employment Practices Committee
Motion Picture Association of America
National Alliance of Postal Employees
National Association for the Advancement of Colored People
National Association of Broadcasters
National Association of Deans of Women
National Association of Inter-Group Relations Officials
National Association of Social Workers
National Conference of Christians and Jews
National Consumers League
National Council for American-Italian Friendship, Inc.
National Council on Agricultural Life and Labor
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association:
- Defense Commission
- Department of Rural Education

National Federation of Catholic College Students
National Jewish Welfare Board
National Lutheran Council
National Religion and Labor Foundation
National Urban League
Neighbors, Inc.
People's Congregational Church
Presbyterian Church in the U. S.
President's Committee on Government Contracts

(continued on inside cover)

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Avenue, N.W. Washington 6, D.C.

DUpont 7-6300

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet on the 8th floor of the B'NAI B'RITH BUILDING,
1640 Rhode Island Ave., N. W.

Wednesday, December 6 --- 2 to 4 o'clock

Program: DR. ROSS CLINCHY, Special Assistant to the Executive Director for Minority Group Matters of the U.S. Civil Service Commission will discuss Minority Groups and the Federal Service -- The Government's Program; and ISAAC FRANCK, Executive Director of the Jewish Community Council of Greater Washington, will speak on Religion and the Public Schools: A Continuing Problem. Both talks will be followed by discussion periods.

Mary Alice Baldinger
Executive Director

December 8, 1961

Miss Mary Alice Baldinger,
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

Enclosed is our check for $25.00 as our annual subscription to the Clearing House. If I possibly can I shall be at the March meeting.

Thank you for your comments about my piece. Since you liked the excerpts in the Post, I sieze the opportunity to enclose the original.

Best wishes.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD:mbb
Enc. Check $25.00
The Annealing of the South

National Civil Liberties Clearing House

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CHARLES A. HORSKY

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Executive Director
MARY ALICE BALDINGER

December 5, 1961.

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council,
Room 201, 5 Forsyth St., N. W.,
Atlanta 3, Georgia.

Dear Leslie Dunbar:

I am making my end-of-the-year check of the National Civil Liberties Clearing House books, and I think you will want to be reminded of the Southern Regional Council's subscription, which is due this month.

For a good many years your office has subscribed at the rate of $25 per annum -- the standard rate per organization determined upon by our Administrative Committee as needed to cover the actual costs of maintaining an agency on our mail list.

We are very grateful indeed to the SRC for all the help, advice, encouragement and support it has given to the Clearing House, and we look forward to your continuing cooperation.

Incidentally, our 14th annual conference is set for Thursday and Friday, March 29 and 30, at the Hotel Sheraton Carlton here. I do hope that if you can stretch your calendar to permit it, you'll come up for it. It would be mighty nice to get acquainted.

Sincerely,

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

PS -- I thought your piece in the Washington Post was terrific.

20

December 13, 1961

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mary Alice:

I do think; first names it is.

We are sending you, under separate cover, 50 copies of my piece. You are a very nice person to ask for them and I wish we had 650.

Best wishes.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD:mbb

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Executive Director
MARY ALICE BALDINGER

December 11, 1961.

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Leslie:

You and I are going to be on first-name terms sooner or later, so it might as well be sooner, don't you think?

I thank you for the $25 subscription which the Clearing House received from your office today. We do appreciate your interest in and help with the Clearing House program.

I thank you, too, for the reprint of The Annealing of the South. The excerpts in the Post were mighty fine, and I'm delighted to have the whole article, which, I think, is one of the most truly sensitive analyses ever to cross my desk.

If you have very many of the reprints, could I have some for the Clearing House people? I could use : (1) 650, which would let me distribute it to our whole mailing list; or (2) 50, which would cover a Clearing House meeting. If I had my druthers, I'd druther have (1). But I'd gladly settle for (2).

Thanks again, and best wishes.

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE and
THE AMERICAN CIVIL LIBERTIES UNION

invite you to attend a showing of

AUTOPSY ON OPERATION ABOLITION

Produced by Impact Films of the Catechetical Guild Educational Society, this is an investigation into the charges and counter-charges revolving around the House Un-American Activities Committee's controversial picture. The screening will be followed by a discussion period.

FRIDAY, MARCH 16 -------- 3:30 to 5 p.m.

in the Washington POST'S Community Room

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet on the 8th floor of the B'NAI B'RITH BUILDING
1640 Rhode Island Ave., N.W.

WEDNESDAY, MARCH 7 --- 2 to 4 p. m.

Program: NICHOLAS KATZENBACH, Assistant Attorney General in charge of the Justice Department's Office of Legal Counsel, will speak on Why Wiretapping Legislation Will Promote Civil Liberties; WILLIAM CREECH, director of the Senate Subcommittee on Constitutional Rights, will discuss the subcommittee's current activities; and LIVINGSTON WINGATE, associate counsel of the House Education and Labor Committee, will speak on The Outlook for FEPC Legislation this Session.

Mary Alice Baldinger
Executive Director

March 23, 1962

Miss Mary Alice Baldinger
National Civil Liberties
Clearing House
1637 Massachusetts Ave. N.W.
Washington 6, D.C.

Dear Miss Baldinger:

Herewith the proper check. Our Treasurer assures me that this same one can be re-deposited now that there are two signatures.

Sorry for the inconvenience.

Sincerely,

(Mrs.) Barbara Patterson

BP:s
enc.

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

March 21, 1962.

Miss Barbara Patterson,
Southern Regional Council,
5 Forsyth St., N. W.,
Atlanta 3, Ga.

Dear Mrs. Patterson:

Thanks for your note of March 19 and for the SRC materials for our conference literature tables.

As for the check: it came back from the bank in the same mail as your letter.

I'm attaching it, so you can send another.

And thanks for telling me about the lacking signature, which enabled me to know at once what the difficulty was.

Sincerely,

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director.

March 19, 1962

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue
Washington 6, D.C.

Dear Miss Baldinger:

Under separate cover I am today mailing a packet of SRC materials for use at the March 29 conference.

In the matter of the incomplete check, I am assuming it has cleared normally. If you hear otherwise before we do, let us know so we can send another.

Sincerely,

BP:s

(Mrs.) Barbara Patterson

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

March 8, 1962

Mrs. Barbara Patterson
Administrative Secretary
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mrs. Patterson:

Thank you for your note about the incomplete check.

I am terribly sorry but it had been sent in for deposit before I received your letter.

What do we do now?

Sincerely,

Mary Alice Baldinger

Mary Alice Baldinger
Executive Director

2 labels

20

March 6, 1962

Miss Mary Alice Baldinger
National Civil Liberties
Clearing House
1637 Massachusetts Ave., N.W.
Washington 6, D.C.

Dear Miss Baldinger:

Yesterday I mailed your organization a registration form for the March 29-30 conference for Mr. Paul Anthony to represent the Southern Regional Council. Enclosed was our check for $15. Through an oversight this check was not countersigned here in the office. If it has not already been deposited, would you please have it returned to me so that we may promptly and properly complete Mr. Anthony's registration.

Thank you for your attention to this.

Sincerely,

bp:s

(Mrs.) Barbara Patterson
Administrative Secretary

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Executive Director
MARY ALICE BALDINGER

February 27, 1962

Dear Friend:

The National Civil Liberties Clearing House will sponsor its 14th annual conference on civil liberties and rights on Thursday and Friday, March 29 and 30, at the Hotel Sheraton Carlton in Washington. We cordially invite you to attend.

The conference program is both timely and important. Civil rights -- problems and progress in work towards ending racial discrimination -- heads the agenda. Other meetings will examine the effects on individual liberties of two of the major developments of the '60s -- the explosive growth of our modern cities, and the emergence of the "radical right" as a political and social force. The conference will also survey the expanding role of voluntary organizations as a power for the protection of constitutional freedoms.

Among the speakers will be government officials responsible for civil rights and civil liberties programs, and you will be offered an opportunity both to hear their reports and to question them. Meetings will be plenary throughout in order to afford a maximum degree of participation by all of the conferees.

The Clearing House conferences are the only continuing meetings held in Washington on the national level that focus intensive inter-organizational discussion exclusively on the state of our civil liberties and rights. We hope that you will participate in this one; and we look forward to welcoming you and to having the benefit of your own and your organization's views in our consideration of these issues that so deeply affect our country and us all.

Sincerely yours,

Roy H. Millenson

Roy H. Millenson,
Chairman

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Secretary

P.S. Please send in the attached registration form as soon as possible. And don't hesitate to call the Clearing House for extra copies of both program and form for your friends and colleagues.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

invites you to attend its

14th

Annual Conference

MARCH 29 and 30, 1962

HOTEL SHERATON CARLTON

WASHINGTON, D. C.

PROGRAM

The Crystal Room

Thursday, March 29

1:00 p.m. *Registration desk opens*

2:00 p.m. Call to order.....ROY H. MILLENSON,
Chairman, National Civil Liberties Clearing House;
Washington National Representative,
American Jewish Committee

CIVIL RIGHTS—PROBLEMS, PROGRESS AND PROGNOSIS

Chairman.....HAROLD C. FLEMING,
Executive Vice President, The Potomac Institute

JOHN G. FEILD
Executive Director,
President's Committee on Equal Employment Opportunity

BURKE MARSHALL
Assistant Attorney General, Civil Rights Division,
U. S. Department of Justice

SPOTTSWOOD W. ROBINSON, III
Dean of the School of Law, Howard University;
Member, U. S. Commission on Civil Rights

Conference Discussion

6:30 p.m. *Registration*

7:00 p.m. Dinner Meeting.....MR. MILLENSON, *presiding*

CHAMPIONS OF LIBERTY—THE DEVELOPING ROLE OF VOLUNTARY ORGANIZATIONS

JOHN DE J. PEMBERTON, JR.
Executive Director,
American Civil Liberties Union

Friday, March 30

9:00 a.m. *Registration*

9:30 a.m.

THE GROWING AMERICAN CITY—
A THREAT TO INDIVIDUAL LIBERTIES?

Chairman.....LAWRENCE SPEISER, *Director, Washington Office, American Civil Liberties Union*

RICHARDSON DILWORTH
Mayor of Philadelphia, 1956-1962
Past President, U. S. Conference of Mayors
Past President, American Municipal Association

BERL I. BERNHARD
Staff Director, U. S. Commission on Civil Rights

GERALD A. BERLIN
Assistant Attorney General, Division of Civil Rights and Civil Liberties, Office of the Attorney General of Massachusetts

Conference Discussion

12:30 p.m. Luncheon Meeting.....MR. MILLENSON, *presiding*

THE RADICAL RIGHT: CIVIL LIBERTIES UNDER ATTACK

Chairman.....JACOB CLAYMAN, *Administrative Director, Industrial Union Department, AFL-CIO*

ALAN F. WESTIN
Department of Public Law and Government, Columbia University

MORRIS ABRAM
Vice President, American Jewish Committee;
Former General Counsel, U. S. Peace Corps

EDITH GREEN
Member of Congress, Third District, Oregon

Conference Discussion

4:30 p.m. Adjournment

The National Civil Liberties Clearing House

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Committees for the Conference

CO-CHAIRMEN FOR THE CONFERENCE—
Harold C. Fleming *and* Lawrence Speiser

ARRANGEMENTS.....Olinda Roettger, *chairman;*
Julie Barrows, Rosaline Fisher, Betty Shapiro

ATTENDANCE.....Russell Bradley, *chairman;*
Bernice Brigham, Walter B. Lewis, Dr. Lewis I. Maddocks, Jason Silverman, Don Slaiman

CONFERENCE REPORT.....Theodor Schuchat, *chairman;*
Edward L. Ericson, Eunice Grier, Edward F. Snyder, Alan L. Wurtzel

HOSPITALITY.....Julia C. Thompson, *chairman;*
Martha Aries, Virginia Kinnaird, Germaine Krettek, Margaret McCane, Martha Mills, Irma Piepho, Denise Tourover, Martha Wildhack

LITERATURE.....Arnold J. Feldman, *chairman;*
Dr. Edwin W. Davis, Walter G. Davis, Howard Hubbard, Richard Lambert, Lee Levy, Shirley Koteen, Emily Reed

PRESS.....Page Wilson, *chairman;*
David A. Brody, Norma Gordon, Louis Lautier, Bernard Simon, Penelope Wright

PROGRAM.....Mr. Fleming, Mr. Speiser,
Jacob Clayman, Herman Edelsberg, Violet Gunther, James A. Hamilton, Olya Margolin, Clarence Mitchell, Felix Putterman

REGISTRATION AND INFORMATION—
Frances Neely, *chairman;*
Valre Davis, Charlotte Friedman, Lucia Lhamon, Cleomine Lewis, Eva Sofer, Edna Strauss

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EXECUTIVE DIRECTOR.....Mary Alice Baldinger

(Flowers by courtesy of FLOWERS, Inc.)

AGENCIES registered as sending representatives or observers to the National Civil Liberties Clearing House Conference in 1961 included:

Alliance of Unitarian Women
Amalgamated Clothing Workers of America, AFL-CIO
American Association for the United Nations
American Association of University Professors
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Council on Human Rights
American Ethical Union
American Federation of Government Employees, AFL-CIO
American Federation of Labor—Congress of Industrial Organizations
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American Nurses Association
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  Commissioners' Youth Council
  Public Library
  Public Schools
  Recreation Department
  Teachers College
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League of Women Voters
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Michigan Fair Employment Practices Committee
Motion Picture Association of America
National Alliance of Postal Empoyees
National Association for the Advancement of Colored People
National Association of Broadcasters
National Association of Deans of Women
National Association of Inter-Group Relations Officials
National Association of Social Workers
National Conference of Christians and Jews
National Consumers League
National Council for American-Italian Friendship, Inc.
National Council on Agricutural Life and Labor
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association:
  Defense Commission
  Department of Rural Education
National Federation of Catholic College Students
National Jewish Welfare Board
National Luthern Council
National Religion and Labor Foundation
National Urban League
Neighbors, Inc.
People's Congregational Church
Presbyterian Church in the U. S.
President's Committee on Government Contracts
Prince William Council on Human Relations
St. Luke's Episcopal Church
Senate Subcommittee on Constitutional Rights
Seventh Day Adventists
Social Legislation Information Service
Southeast Fellowship for Social Justice
Southern Regional Council, Inc.
Temple Sinai, Social Action Committee
Textile Workers Union of America, AFL-CIO
Unitarian Fellowship for Social Justice
United Automobile Workers of America, AFL-CIO
United Church of Christ
United Church Women
United Presbyterian Church, U. S. A.
U. S. Commission on Civil Rights
U. S. Department of Defense
U. S. Department of Health, Education and Welfare
U. S. Department of Justice
U. S. Department of Labor
U. S. Housing and Home Finance Agency
U. S. Information Agency
U. S. Veterans Administration
United States National Students Association
United Steelworkers of America, AFL-CIO
Virginia State Conference, NAACP Branches
Washington Cathedral
Washington Ethical Society
Washington Urban League
The White House
Women's International League for Peace and Freedom
Y. W. C. A., National Board

The National Civil Liberties Clearing House

. . . is a voluntary association of national organizations for the promotion of knowledge, the development of understanding and the dissemination of factual information and educational materials in the fields of civil liberties, civil rights, intellectual freedom and human rights.

. . . is limited both in its continuing program and its annual Conferences to the promotion of education and information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its annual Conferences and monthly meetings to bring together representatives of its associated groups and other invited agencies for free, full and informed discussion and analysis of current issues in its fields, and for consideration of ways to help strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W. Washington 6, D.C. Dupont 7-6300

JM
PA
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Minutes May 2, 1962

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met at the Washington Post's Community Room on Wednesday afternoon, May 2, 1962, with the following attendance : Roy H. Millenson, American Jewish Committee, chairman; Lawrence Speiser, American Civil Liberties Union; Robert Bender and Betsy Levin, Americans for Democratic Action; Ruth Bates, D. C. Commissioners' Council on Human Relations; Jack Sessions and Jackie Kringle, AFL-CIO; Denise O'Connor and Larry White, Friends Committee on National Legislation; Burns Chalmers, American Friends Service Committee; Canon Bayard Clark, Washington Cathedral; Columbia B. Scott, Federation of Civic Associations; Virginia Kinnaird and Dorothy K. Pierce, National Education Association; W. Barry Garrett, Baptist Joint Committee on Public Affairs; Ruby Martin and Jane Lucas, Commission on Civil Rights; Benjamin Muse, Southern Regional Council.

Herman Edelsberg, Anti-Defamation League of B'nai B'rith; Rudolph Danstedt, National Association of Social Workers; William H. McLin, NEA Federal Relations; Robert E. McLaughlin, American Jewish Congress; Olinda Roettger, Lutheran Church - Missouri Synod; Emily Reed, D. C. Public Library; Mrs. John Bayley Jones, Methodist Church, Women's Division and United Church Women; Theodor Schuchat, National Consumers League; Robert E. Jones, Unitarian Fellowship for Social Justice; Annalee Stewart and Isabel Cerney, Women's International League for Peace and Freedom; Rabbi Richard J. Hirsch, Union of American Hebrew Congregations; Jack Sheehan, United Steelworkers of America, AFL-CIO; J. Harold Sherk, National Service Board for Religious Objectors; Madeline Furth, Catholic Interracial Council; Anne Foss, American Jewish Congress, National Capital Area; Arnold Feldman, American Veterans Committee; Ashby G. Smith and Charles Braxton, National Alliance of Postal Employees; Robert Greene, Urban Renewal Administration; Felix Putterman, Jewish War Veterans; Robert Frase, American Book Publishers Council; Mary Alice Baldinger for the office.

Next Meeting : Wednesday, June 6, from 2 to 4 p.m. at the POST's Community Room. (Esther Peterson, Assistant Secretary of Labor and Head of the Women's Division, will be one of the afternoon's speakers.)

14th Annual Conference : The chairman reported that the 14th annual Clearing House conference was the largest and best-attended yet held, with 132 agencies registered and more than 300 persons present, both figures being a substantial increase over 1961. Conference receipts totalled $2641.50; expenditures to date are $2783.88, with approximately $200 more to be added for producing the conference report.

Nominating Committee : On motion of Burns Chalmers, seconded by Grace Jones, the meeting approved the chairman's appointment of the following Nominating Committee for Clearing House officers and Administrative Committee members for 1962-63: Chairman, Moe Hoffman, National Jewish Welfare Board; James Hamilton, National Council of Churches; Julia Thompson, American Nurses Association; Russell Bradley, National Conference of Christians and Jews; Martha Mills, League of Women Voters.

The committee will submit its proposed slate at the June meeting.

Wiretapping Debate : The chairman announced that the Clearing House people are invited to attend a debate on Why Wiretapping between Alan Barth, editorial writer for the Washington POST and a member of the Clearing House Administrative Committee, and Deputy Attorney General Nicholas Katzenbach, who spoke on this subject at our March meeting, at the Americans for Democratic Action Washington Chapter's meeting, Monday night, May 28, at 8 p.m. at the Perpetual Building auditorium, 11th and E Sts., N. W.

Current Reports : Dr. Robert M. Rosenzweig, Assistant to the Commissioner of Education, spoke on "The Office of Education and the Promotion of Equal Educational Opportunity."

Dr. Deborah P. Wolf, Education Chief of the House Committee on Education and Labor, discussed the status and outlook for legislation in the area of equality in education.

Lawrence Speiser of the American Civil Liberties Union reported on the status of wiretapping legislation and on the Cunningham amendment's proposed postal ban on "Communist propaganda" from abroad.

Current Materials : The office will send out on request its remaining copies of material distributed at the meeting:

Executive Support of Civil Rights -- a detailed study, valuable for reference as well as for information, of executive action in the civil rights area through 1961 and to date in 1962, prepared and made available by the Southern Regional Council.

The Wiretapping Problem Today -- a new report by the American Civil Liberties Union.

Encampments for Citizenship literature packets, covering the encampments to be held this year in New York, California and Puerto Rico under the sponsorship of the American Ethical Union.

Freedom to Read Bulletin, published by the American Book Publishers Council, covering questions of censorship, and presenting a State-by-State record of attacks on books throughout 1961.

-- Roy H. Millenson, Chairman.

-- Mary Alice Baldinger, Executive Director.

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NEW YORK FOUNDATION
INCORPORATED 1909
61 BROADWAY
NEW YORK, N. Y. 6

May 14, 1962

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

Your letter of May 3, 1962 requesting a grant has been received and will be submitted to the Trustees at their next meeting. You will be advised of their decision in due course.

Sincerely,

Sol Markoff

Sol Markoff
Executive Director

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MAY 16 1962

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST's Community Room

Wednesday, June 6 2 to 4 p.m.

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MAY 31 1962

Program: MRS. ESTHER PETERSON, Assistant Secretary of Labor and Director of the Women's Bureau, will speak on American Women -- The Deprived Majority; and LEE C. WHITE, Assistant Special Counsel to the President, will discuss Civil Rights -- The View from the White House. Each talk will be followed by a question and discussion period. I hope you can attend.

Mary Alice Baldinger,
Executive Director

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Report of the Committee on Nominations for 1962-1963

(The constitution of the National Civil Liberties Clearing House provides that its elected officers shall be: chairman, four vice chairmen, secretary, treasurer, and six members of the Administrative Committee, all representing associated national organizations. Officers and Administrative Committee members are elected annually for a term of one year, and shall not serve in any elective capacity for more than three consecutive years.

The constitution also provides that nominations in addition to the slate presented by the Nominating Committee may be submitted by associated organizations through July 15; that such nominations shall be approved by the Nominating Committee before they are placed on the ballot; and that election shall be by mail ballot in August, and term of office shall begin in September of each year.)

The Nominating Committee recommends the following slate of officers for 1962-63:

Chairman : Roy H. Millenson, American Jewish Committee

Vice Chairmen :

Civil Liberties : Lawrence Speiser, American Civil Liberties Union

Civil Rights : Harold C. Fleming, The Potomac Institute, Inc.

Human Rights : J. Arnold Feldman, American Veterans Committee

Intellectual Freedom : Dr. Louis Joughin, American Association of University Professors

Secretary : Edward F. Snyder, Friends Committee on National Legislation

Treasurer : Jacob Clayman, Industrial Union Department, AFL-CIO

Administrative Committee : Edward L. Ericson, American Ethical Union

Robert W. Frase, American Book Publishers Council

Violet Gunther, Americans for Democratic Action

Germaine Krettek, American Library Association

Olinda Roettger, Lutheran Church - Missouri Synod, Department of Public Relations

Ralph Showalter, United Automobile Workers of America, AFL-CIO

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For the Nominating Committee :

Moe Hoffman, National Jewish Welfare Board, chairman
Russell Bradley, National Conference of Christians and Jews
James A. Hamilton, National Council of Churches
Martha Mills, League of Women Voters
Julia Thompson, American Nurses Association

6/13/62

Minutes June 6, 1962

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Wednesday, June 6, 1962, at the Washington POST's Community Room, with the following attendance : Roy H. Millenson, American Jewish Committee, chairman; Betty Douglas and Louis Harned, League of Women Voters; Rosaline Fisher, D. C. League of Women Voters; Arthur J. Levin, Potomac Institute; Frances Neely and Denise O'Connor, Friends Committee on National Legislation; Sarah Newman and Theodor Schuchat, National Consumers League; Anne Foss and Alan Wurtzel, American Jewish Congress; J. Harold Sherk, National Service Board for Religious Objectors; Ruth Early, Church of the Brethren and NSBRO; David A. Sawyer and Ruth Bates, Commissioners' Council on Human Relations; Alma Scutlock, D. C. Office of Urban Renewal; Robert Jones, Unitarian Fellowship for Social Justice; Lee Levy, B'nai B'rith Women; Olya Margolin, National Council of Jewish Women; J. Arnold Feldman, American Veterans Committee; Kenneth Peterson, IUE, AFL-CIO; Norma Gordon, American Nurses Association; Rudolph Danstedt, National Association of Social Workers; Alma Herger, National Council of Catholic Women.

Mrs. John Bayley Jones, Methodist Church-Women's Division, and United Church Women; John J. O'Connor, National Catholic Conference for Interracial Justice; Mrs. Margaret McCane, United Church Women, Washington Council; Ashby Smith, National Alliance of Postal Employees; Herman Edelsberg and David Brody, Anti-Defamation League of B'nai B'rith; Mary S. Duel, Washington Home Rule Committee; Betsy Levin, Americans for Democratic Action, D. C. Chapter; Moe Hoffman, National Jewish Welfare Board; Annalee Stessart, Joyce Detwiller, Alice Long, Mildred Olmstead, Women's International League for Peace and Freedom; Belva Simmons, Senate Subcommittee on Constitutional Rights; Feliz Putterman, Jewish War Veterans; Edward L. Ericson, American Ethical Union; Leonard Aries, National Conference of Christians and Jews.

Ribbi Richard Hirsch, Union of American Hebrew Congregations; Berl Bernhard, William Taylor and David Isbell, U. S. Commission on Civil Rights; Dan Bedell, UAW, AFL-CIO; Winston Taylor, Methodist Information Service; Emily Reed, Adult Education Department, D. C. Public Library; Burns Chalmers, American Friends Service Committee; Robert Greene, Urban Renewal Administration; Florence Schott, American Association for the United Nations; Booker T. McGraw, Housing and Home Finance Agency; Alison Bell, Evelyn Idelson, Ruth Holstein, Gardner Jackson; Mrs. Cho Kyzing of Seoul, Korea (through the Governmental Affairs Institute); Mary Alice Baldinger for the office.

Next Meeting : Wednesday, July 11, at the Washington POST Community Room.

Report of Nominating Committee for 1962-63 : The meeting accepted the report of the Committee on Nominations for 1962-63, which was presented by the chairman, Moe Hoffman. (Please see the attached copy of the committee's slate, which also outlines procedures of elections.)

Program : Mrs. Esther Peterson, Assistant Secretary of Labor and head of the Women's Bureau, spoke on existing discriminations against American women and the work of the President's Commission on the Status of Women; and Lee C. White, Assistant Special Counsel to the President, discussed Civil Rights -- The View from the White House.

Current Materials : The office will send out on request its remaining copies of literature distributed at the meeting: School Desegregation -- Help Needed?, the Potomac Institute's study which has led to the Office of Education's plan to establish a clearing house to help school officials in all parts of the country; The Civil Rights Story -- A Year's Review, the American Jewish Committee's summary of national and state developments from October, 1960, through September, 1961; The Report of the Senate Subcommittee on Constitutional Rights outlining its activities in the first session of the 87th Congress; and The First Nine Months, the report of the President's Committee on Equal Employment Opportunity.

Roy H. Millenson, Chairman.

Mary Alice Baldinger, Executive Director.

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LWD:

Called Mary Alice re Branton's availability. He did need to be in Washington about that time. After all the haste, it seems the program has been changed to concern itself with the Court ruling on church and state. Mary Alice very sorry. Will try to get Wiley at the next meeting - in October.

PA

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National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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ALAN BARTH
ELEANOR BONTECOU
CHARLES A. HORSKY

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Executive Director
MARY ALICE BALDINGER

June 25, 1962.

Mr. Paul Anthony,
Assistant Director,
Southern Regional Council,
Room 301, 5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

Southern Regional Council people being so peripatetic, I thought I'd play it safe by sending you the attached copy of a letter written today to Les Dunbar asking whether someone from your staff might join the Clearing House in a civil rights panel on Wednesday afternoon, July 11, on your voter education project.

I shall hope to have a call from either you or Les about it as soon as possible.

With all best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger

June 25, 1962.

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council,
Room 201, 5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Les:

For our last Clearing House meeting of this Summer, on Wednesday afternoon, July 11, we are planning to have a panel discussion on the major current civil rights situations and developments.

Cernoria Johnson of the Urban League is going to talk about housing and employment, and Frank Pohlhaus of the NAACP will cover the legislative picture and Administration activities.

Harold Fleming suggests that your voter education project is probably the most exciting and constructive thing that's going on -- and says that people from your staff very frequently have occasion to be in Washington, and that if such a visit is upcoming for July 11, a report on this would fit ideally into our round-up.

Could you call me, collect, at Dupont 7-6300, to let me know whether --hopefully -- you, or anyone from your staff might be planning to be here and able to work the Clearing House meeting into their schedule? The meeting will start at 2 p. m. and I would presume that the panel would go on, what with initial presentations and discussion, until around 3:30 or 3:45; but of course if anybody has to break away early we can always arrange for that.

It occurs to me that you might be at Fisk this week (since Roy Millenson is going to be talking there Thursday, this is in my mind) so I think I'll send a carbon of this to Paul Anthony, and hope that I will hear from either you or him soonest (as we used to say with the AP).

With best wishes and high hopes,

Sincerely, Mary Alice

Mary Alice Baldinger

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

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JUN 27 1962

June 25, 1962.

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Southern Regional Council,
Room 201, 5 Forsyth St., N W,
Atlanta 3, Ga.

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With best wishes and high hopes,

Sincerely,

Mary Alice

Mary Alice Baldinger

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RECEIVED JUL 5 1962

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST's Community Room

WEDNESDAY, JULY 11 -- 2 to 4 o'clock

Program : CERNORIA JOHNSON, Washington representative of the National Urban League, and J. FRANCIS POHLHAUS, Washington Bureau Counsel for the N.A.A.C.P., in a round-table Look at Discrimination -- Summer '62; and DR. C. EMANUEL CARLSON, executive director of the Baptist Joint Committee on Public Affairs, discussing The Meaning and Consequences of the Supreme Court's School Prayer Decision. There will be a discussion session after each presentation.

Mary Alice Baldinger, Exec. Director

Minutes July 11, 1962

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met at the Washington Post's Community Room on Wednesday afternoon, July 11, 1962, with the following attendance: Roy H. Millenson, American Jewish Committee, chairman; J. Arnold Feldman, American Veterans Committee; Ashby G. Smith and Charles R. Braxton, National Alliance of Postal Employees; Nathala T. Cox, Alliance of Unitarian Women; Julia Thompson, American Nurses Association; Olinda M. Roettger, Lutheran Church - Missouri Synod; Helen Lineweaver, United Presbyterian Church, U.S.A.; Dr. Robert E. Van Deusen, National Lutheran Council; Betsy Levin, Americans for Democratic Action, Washington Chapter; Germaine Krettek and Helen Steinbarger, American Library Association; Emily Reed, D. C. Public Library; Louise Harned, League of Women Voters.

Laura Hooper, Association for Childhood Education International; Azie Taylor, President's Committee on Equal Employment Opportunity; Lucile Ellison, National Education Association Citizenship Committee; Gladys Cornell Irwin, Y. W. C. A. National Board; Jack Sheehan, United Steelworkers of America; James H. Heller, National Capital Area Civil Liberties Union; Sarah Newman, National Consumers League; Dr. C. Emanuel Carlson and W. Barry Garrett, Baptist Joint Committee on Public Affairs; Florence Schott, American Association for the United Nations; Herman Edelsberg and David A. Brody, Anti-Defamation League of B'nai B'rith; J. Harold Sherk, National Service Board for Religious Objectors; Anne Foss, American Jewish Congress; Robert Frase, American Book Publishers Council; William H. McLin, National Education Association, Federal Relations; Canon Bayard Clark, Washington Cathedral.
Thomas E. Harris, AFL-CIO; Frances Neely and Denise O'Connor, Friends Committee on National Legislation; Marie Ingerman, Women's International League for Peace and Freedom; Edward L. Ericson, American Ethical Union; Robert E. Jones, Unitarian Fellowship for Social Justice; Isaac Franck, Jewish Community Council of Greater Washington; Olya Margolin, National Council of Jewish Women; Dr. Edwin W. Davis, National Education Association, Professional Rights and Responsibilities; Frank Pohlhaus, N. A. A. C. P.; Cernoria Johnson, National Urban League; Rabbi Richard Hirsch, Union of American Hebrew Congregations; Matthew Clark, Catholic Council on Civil Liberties; Alison Bell; Irene Silvey; Mary Alice Baldinger for the office.

Next Meeting : Unless developments indicate the need for a special session, the Clearing House will not meet in August or September. The next regular monthly meeting will be held on Wednesday, October 3.

Cunningham Amendment : Robert W. Frase of the American Book Publishers Council reported that Senator Olin Johnston, chairman of the Senate Post Office and Civil Service Committee, has announced that the committee will hold a day or two of hearings on the Cunningham Amendment and other auxiliary matters at the end of its current hearings on the postal rate increase bill. This would place the date of the hearings on the amendment somewhere around the first of August.

Program : In a panel Look at Discrimination, Summer, '62, Frank Pohlhaus, Washington Bureau counsel for the N. A. A. C. P., summarized the past 18 months' civil rights actions of the President, the Congress, and the executive branch; and Mrs. Cernoria Johnson, Washington representative of the National Urban League, outlined current problems in employment, housing and related fields.

Dr. C. Emanuel Carlson, executive director of the Baptist Joint Committee on Public Affairs, spoke on The Meaning and Consequences of the Supreme Court's School Prayer Decision.

Both presentations will be summarized in the next issur of the Civil Liberties Bulletin.

Current Materials : The office will send out on request its remaining copies of literature distributed at the meeting: (A) Related to the civil rights discussion, The City and the Negro, Charles Silberman's article in Fortune, reprinted and made available by the American Jewish Committee; (B) Related to Dr. Carlson's talk, the Baptist Joint Committee on Public Affairs' summary of the Supreme Court decision and interpretation of its meaning and of public reaction to it; (C) a digest of civil liberties legislation and its current status prepared by Lawrence Speiser of the American Civil Liberties Union; (D), from the Senate Subcommittee on Constitutional Rights, its July 1 staff report of current activities, and Wiretapping and Eavesdropping, a summary-report of its 1958-1961 hearings; (E) Tyranny, U. S. A., the Washington Home Rule Committee's new brochure on self-government for the District of Columbia.

Roy H. Millenson, Chairman.

Mary Alice Baldinger, Executive Director.

National Civil Liberties Clearing House

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1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(Lutheran Church—Missouri Synod)
ALAN BARTH
ELEANOR BONTECOU
CHARLES A. HORSKY

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Executive Director
MARY ALICE BALDINGER

August 8, 1962.

Mr. Paul Anthony,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

Remember how, back in June, the school prayer decision scrambled up the civil rights program we were planning for the July Clearing House meeting -- and you advised me then that perhaps it could be arranged to have Wiley Branton speak to us in October?

I'm attaching a copy of a letter I have just written inviting him to talk to our next meeting, on October 3.

I hope this can be arranged, and that you'll help us with it this time, as you did before.

With thanks, and all best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

August 8, 1962.

Mr. Wiley Branton, Director,
Voter Education Project,
c/o Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Mr. Branton:

If there is any likelihood that your work will be bringing you to Washington on Wednesday, October 3, could we persuade you to talk to the National Civil Liberties Clearing House about the Voter Education Project and what it's doing, that afternoon at 2 o'clock?

I hope you will remember that Paul Anthony talked with you about speaking to our meeting in July; but the issuing of the Supreme Court's school prayer decision intervened and because so many of the Clearing House groups are closely involved with it, we felt obligated to scramble the program in order to give them an interpretation of that.

Paul said at the time that you come to Washington quite often and he felt sure that you'd be willing to try to arrange one of your trips here to coincide with a Clearing House meeting. Harold Fleming said the same. I hope they are both right.

October 3 will be our first meeting after the summer recess. We are particularly hopeful that you can be with us then because of the approaching elections, which would give additional timeliness to a discussion of your project.

I look forward to hearing from you soon, and -- even more -- to having you speak to us.

Most sincerely,

Mary Alice Baldinger,
Executive Director.

Copy: Paul Anthony

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington Post's Community Room

WEDNESDAY, NOVEMBER 7 -- -- -- 2:00 to 4:00 p.m.

Program: RABBI EUGENE J. LIPMAN of Temple Sinai, co-author with Albert Vorspan of the important new study of inter-faith prejudices, A Tale of Ten Cities -- The Triple Ghetto in American Religious Life, will discuss his book and the questions it raises; and HOBART TAYLOR, JR., will speak on The Present Goals of the President's Committee on Equal Employment Opportunity, of which he is the new executive vice chairman. There will be a discussion period after each talk.

Mary Alice Baldinger,
Executive Director

Minutes November 7, 1962

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House held its monthly meeting on Wednesday, November 7, 1962, at the Washington Post Community Room, with the following attendance : Roy H. Millenson, American Jewish Committee, chairman; Germaine Krettek and Helen Steinbarger, American Library Association; Mrs. John Bayley Jones, Methodist Church - Women's Division, and United Church Women; Denise O'Connor, Friends Committee on National Legislation; William H. McLin, National Education Association, Federal Relations; Mrs. Peter Shiras, Washington Urban League; Margaret P. McCane, United Church Women, D. C.; Edward L. Ericson, American Ethical Union; John W. Edelman and Charlotte Friedman, Textile Workers Union of America, AFL-CIO; Olinda Roettger, Lutheran Church - Missouri Synod; Arthur J. Levin, Potomac Institute; Dr. Louis Joughin, American Association of University Progessors; Allen Taylor and Betsy Levin, Americans for Democratic Action, D. C.; Felix Putterman, Jewish War Veterans; J. Arnold Feldman, American Veterans Committee.

Rabbi Richard G. Hirsch, Union of American Hebrew Congregations; Dr. H. B. Sissel, United Presbyterian Church, USA; W. Barry Garrett, Baptist Joint Committee on Public Affairs; Marie Ingerman, Women's International League for Peace and Freedom; Alan Wurtzel and Anne Foss, American Jewish Congress; A. Burns Chalmers, American Friends Service Committee; Penelope Wright, America-Israel Society; Herman Edelsberg, Anti-Defamation League of B'nai B'rith; Dr. Leonard P. Aries, National Conference of Christians and Jews; Jack Sheehan and Jean Stultz, United Steelworkers of America, AFL-CIO; Mrs. Alice Bell, National Council of Negro Women; Rev. Bayard Clark, Washington Cathedral; Emily Reed, D. C. Public Library; Lawrence Speiser, American Civil Liberties Union; Frederick Routh, National Association of Intergroup Relations Officials; Cernoria Johnson, National Urban League; Moe Hoffman, National Jewish Welfare Board; Charles Braxton, National Alliance of Postal Employees; Rev. John Bayley Jones; Jody Scheiber; Clifford E. Rucker, Department of Commerce; Mary Alice Baldinger for the office.

Next Meeting : Wednesday, December 5, from 2 to 4 p.m. at the PHILIP MURRAY ROOM, International Union of Electrical Workers Building, 1126 16th Street, N. W. Please note change of place for this meeting only.

1963 Conference Dates Set : March 28 and 29, 1963, are the dates for the 15th annual National Civil Liberties Clearing House Conference, which will again be held at the Hotel Sheraton Carlton here.

The chairman announced appointment of the following Conference Program Committee: Jacob Clayman, executive director of the Industrial Union Department, AFL-CIO, and Harold Fleming, executive vice president of the Potomac Institute, co-chairmen; Cernoria Johnson, National Urban League; Rabbi Richard Hirsch, Union of American Hebrew Congregations; Max Kampelman, American Jewish Congress; Dr. Richard B. Kennan, National Education Association Commission on Rights and Responsibilities; Dr. Lewis Maddocks, United Church of Christ; Clarence Mitchell, N A A C P; Jack Sheehan, United Steelworkers of America, AFL-CIO; and Lawrence Speiser, American Civil Liberties Union.

Program Suggestions Invited : In behalf of the Committee, the chairman invited suggestions for topics to be taken up by the conference, or for possible speakers. Please call Mr. Clayman, Mr. Fleming, Mr. Millenson, or the Clearing House office with your ideas.

Program : Rabbi Eugene Lipman of Temple Sinai, who co-authored A Tale of Ten Cities -- The Triple Ghetto in American Religious Life, with Albert Vorspan, director of the Commission on Social Action of the Union of American Hebrew Congre-

gations, discussed the questions raised by his recently-published book. After outlining the techniques used in the study's investigations, he analyzed the tensions and prejudices that were found to exist between Protestants, Catholics and Jews in each of the ten cities examined, and gave his interpretation of possible means towards the improved inter-faith understanding and confidence which is, he thinks, the only basis by which further "self-segregation" among the faiths can be avoided, and by which cooperation in the fields of social action can be achieved.

Hobart Taylor, Jr., who was recently appointed executive vice chairman of the President's Committee on Equal Employment Policy, and who also serves as the Committee's special counsel and special assistant to its chairman, Vice President Johnson, talked about the Committee's operations to date and its plans for future activities. He noted several significant reports which are to be published shortly, indicated the progress the Committee has made so far, and touched on several areas where they expect to concentrate their future efforts.

Organizational Activities : More than 500 professional workers in the field of intergroup relations are expected to attend the 16th annual conference of NAIRO (National Association of Intergroup Relations Officials) at the Sheraton Park in Washington, November 28 through December 1. The conference theme will be The Role of Government in Intergroup Relations: Federal, State and Local. Clearing House organizations will be welcome to send observers or representatives to the meeting. Further information about the program can be secured from the MAIRO office, 2027 Massachusetts Ave., N. W. -- 387-7050.

Arnold Feldman invited the Clearing House agencies to attend a meeting of the Washington Chapter, American Veterans Committee, at the YWCA on November 9, with Lee White, special assistant to the President, speaking off the record on "The Prospects for Executive and Legislative Action in the Civil Rights Field in the Next Two Years."

Current Material : The office will mail out on request its remaining copies of material distributed at the meeting:

Summary and Analysis of the Supreme Court's Civil Rights and Civil Liberties Decisions for the 1961-1962 Term. The Commission on Social Action of the American Jewish Congress annually issues this detailed history of the Court's actions throughout the year, summarizing the decisions in the areas of "Civil Rights," "Internal Security," "Immigration and Nationality," "Freedom of Expression and Voting," and "Other Criminal Proceedings," -- this last including, among others, the use of illegally-obtained evidence, self-incrimination, the right to counsel, due process, and double jeopardy. The 62-page work concludes with an analysis of the votes of the individual Justices.

There Is a Conspiracy, a study of the American right wing by Father Edward Duff, S.J.; from the Catholic Council on Civil Liberties.

Success Story, an illustrated pamphlet on employment opportunities for minority workers; from the California Division of Fair Employment Practices.

Fair Employment Practices in Steel -- The United Steelworkers of America's new pamphlet on their principles and practices.

Labor Looks at the 87th Congress -- a resume of congressional action, from the AFL-CIO.

Roy H. Millenson, Chairman
Mary Alice Baldinger, Executive Director

File

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Board Room of the I. U. E.
(second floor, 1126--16th St., N. W.)

WEDNESDAY, DECEMBER 5 ------ 2 to 4 o'clock

Program: JAMES W. SYMINGTON, Administrative Assistant to the Attorney General, who has been at the University of Mississippi with James Meredith, will discuss the situation there and its implications; and JOSEPH L. RAUH, JR., of ADA and the UAW, will speak on The Outlook for Changes in the Senate and House Rules in the New Congress. There will be a discussion period after each talk.

Mary Alice Baldinger, Exec. Director

PLEASE NOTE CHANGE OF MEETING PLACE

PAV
SBV
MA-file

Minutes December 5, 1962

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Wednesday, December 5, 1962, at the IUE's Philip Murray Building, with the following attendance: Roy H. Millenson, American Jewish Committee, chairman; Edward L. Ericson, American Ethical Union; Dr. Edward H. Redman, American Humanist Association; Robert E. Jones, Unitarian Fellowship for Social Justice; Frances Neely and Denise O'Connor, Friends Committee on National Legislation; Betsy Levin, Americans for Democratic Action, D.C.; Mrs. C. Rhodes Cox, Alliance of Unitarian Women; Margaret P. McCane, United Church Women, D.C.; Shirley Koteen and Mrs. James Lobred, National Council of Jewish Women; Louise Harned and Martha Mills, League of Women Voters; Dr. H.B. Sissel, United Presbyterian Church, U.S.A.; Linda Rosenberg and George B. Autry, Senate Subcommittee on Constitutional Rights; Rabbi Richard G. Hirsch, Union of American Hebrew Congregations; Elizabeth Herring, National Council on Agricultural Life and Labor; Richard C. Shipman, National Farmers Union; Alison Bell, American Association of University Women; Bruce C. Scott, National Capital Area Civil Liberties Union; Rudolph Danstedt, National Association of Social Workers; Norma Gordon, American Nurses Association.

Germaine Krettek and Howard Hubbard, American Library Association; Mrs. Josephine Kyles, A.M.E. Zion Church and D.C. Council of Churches; John T. O'Brien, International Association of Machinists, AFL-CIO; Jack Sheehan, United Steelworkers of America, AFL-CIO; Lucile Ellison, National Education Association; Daniel S. Bedell, United Automobile Workers of America,AFL-CIO; Ruth D. Bates, Commissioners Council on Human Rights; Elmer W. Henderson, American Council on Human Rights; Marie Ingerman, Women's International League for Peace and Freedom; Jodie Schieber, Leadership Conference on Civil Rights; Larry Speiser, American Civil Liberties Union; Felix Putterman, Jewish War Veterans of the U.S.A.; Dr. Lewis Maddocks, United Church of Christ; Arthur J. Levin, Potomac Institute; Rev. Bayard Clark, Washington Cathedral; Ashby G. Smith and Charles R. Braxton, National Alliance of Postal Employees; Mrs. Alice L. Bell, National Council of Negro Women.

Sarah Newman and Theodor Schuchat, National Consumers League; Frank Pohlhaus, NAACP; Cernoria Johnson, National Urban League; Al Hartnett and Ben Segal, International Union of Electrical Workers, AFL-CIO; Dr. J. Harold Sherk, National Service Board for Religious Objectors; Selma Borchardt, American Federation of Teachers, AFL-CIO; David A. Brody, Anti-Defamation League of B'nai B'rith; also, Congressman-elect Robert Leggett of California; Wayne J. Smith and William S. Bergman of Campaigns, USA; Rachel Bell; Mrs. Alice Edgerton; Mrs. Richard A. Ruedebusch; Louise Stitt; Alma Kropp; Mary Alice Baldinger for the office.

Next Meeting : THURSDAY, JANUARY 3, 2 to 4 p.m., again in the Board Room of the Philip Murray Building, 1126 16th St., N.W. Please note change from usual meeting day, due to the holiday, as well as the change of place.

New Member Named to Administrative Committee : Lawrence Speiser of the American Civil Liberties Union, reporting for a Special Nominating Committee composed of himself as chairman, Robert Frase of the American Book Publishers Council, and Julia Thompson of the American Nurses Association, nominated Dr. H.B. Sissel, Secretary for National Affairs of the United Presbyterian Church, USA's Office of Church and Society, to fill the post on the Clearing House Administrative Committee left vacant when Ralph Showalter resigned from the staff of the United Automobile Workers of America. No additional nominations were presented from the floor. Mr. Speiser's motion for the election of Dr. Sissel was unanimously approved.

1963 Clearing House Conference : The chairman reminded the meeting that the Clearing House will hold its 15th annual civil liberties conference at the Sheraton-Carlton Hotel in Washington on Thursday and Friday, March 28 and 29, 1963.

Program : Norbert A. Schlei, Assistant Attorney General in charge of the Office of Legal Counsel of the Justice Department, gave the meeting a report on the violence at the University of Mississippi in connection with James Meredith's registration as a student there. Mr. Schlei was one of the Justice Department's representatives at Oxford on the scene. Discussing the implications of "ole Miss" for the future and for the rest of the deep South, he commented particularly on his conviction that many citizens of Mississippi and other Southern states are not aware of the facts about the Oxford incident, due to the biased and inadequate reporting of the local news media.

Joseph L. Rauh, Jr., vice chairman for civil liberties of Americans for Democratic Action and Washington counsel for the United Steelworkers of America and the U.A.W., spoke on "The Outlook for Changes in the Senate and House Rules in the New Congress." He also reported that the Leadership Conference on Civil Rights has established an office at 1830 Jefferson Place, N.W. (FE 8-9101), and that Tilford Dudley, who has been put on leave for the assignment by President George Meany of the AFL-CIO, is in charge, with Miss Jodie Scheiber as his assistant.

Current Material : The office will send out on request its remaining copies of current literature distributed at the meeting:

a) From the Housing and Home Finance Agency, copies of the President's Executive Order on Housing; a breakdown on the facts about the Nation's non-white population; and an outline and analysis of State statutes and local ordinances prohibiting discrimination in housing.

b) The Negro in America Today, Ernest Dunbar's article in Look Magazine on Negro citizens' background, income, employment, housing, education, voting and outlook; reprinted by the American Jewish Committee.

c) Albany, A Study in National Responsibility -- the Southern Regional Council's pamphlet by Howard Zinn on the background, facts and implications of the mass arrests at Albany, Ga.

d) Religious Freedom and Public Affairs, the National Conference of Christians and Jews' leaflet on its current project on interreligious relations.

e) From the American Ethical Union, announcements of the Encampments for Citizenship scheduled for Summer, 1963, in New York, California and Puerto Rico, under the sponsorship of the Amalgamated Clothing Workers of America, AFL-CIO, the American Jewish Committee, American Veterans Committee, Association on American Indian Affairs, NAACP, National Farmers Union, National Urban League, and other agencies.

Roy H. Millenson, Chairman

Mary Alice Baldinger,
Executive Director.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

RHA

CR# 1037 - $25.00
12/17/62
RHA

December 13, 1962.

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MA - file

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Leslie:

Thanks so much for the 50 copies of Albany for the Clearing House meeting last week. I do appreciate your generosity with your publications. They are invariably so extraordinarily good that I feel the Clearing House does its associated groups a real service in distributing them; and they think so too; all thanks to you.

Also: I should remind you now of the Southern Regional Council's annual subscription to the Clearing House, which is due this month.

As you know, the Council has been subscribing for a good many years at $25 per annum -- the standard rate set by our Administrative Committee as necessary to cover the costs of maintaining an agency on our mail list.

We have to close our books at the end of the year, so I hope it will be convenient for you to send the check before December 31.

We do appreciate all the help that you and the Council give the Clearing House so generously. And have I reminded you yet that our 15th annual conference is set for next March 28 and 29? I do hope you'll be able to make it.

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

RHA ✓
PAT ✓
MA-file

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

December 19, 1962.

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Leslie:

This is to acknowledge and to thank you for the $25 subscription for 1962-63 which the Clearing House received today from your office.

We're very deeply grateful for all your interest in and your help with the Clearing House program.

Happy holidays, and best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger,
Executive Director.

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Minutes January 3, 1963

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met in the Philip Murray Building on Thursday, January 3, 1963, with the following attendance: Roy H. Millenson, American Jewish Committee, chairman; Robert Van Waes, American Association of University Professors; A. Burns Chalmers and Helen E. Baker, American Friends Service Committee; Jacob Clayman and Ben Man, Industrial Union Department, AFL-CIO; Lawrence Speiser, American Civil Liberties Union; Charlotte Hankins and Marie Ingerman, Women's International League for Peace and Freedom; J. Harold Sherk, National Service Board for Religious Objectors; W. Barry Garrett, Baptist Joint Committee on Public Affairs; Jane B. Leeds, Jewish Community Council of D. C.; Arthur J. Levin, Potomac Institute; Dr. Robert E. Van Deusen, National Lutheran Council; Elizabeth Herring, National Council on Agricultural Life and Labor; Carl F. Barrington and Linda Rosenberg, Senate Subcommittee on Constitutional Rights; Moe Hoffman, National Jewish Welfare Board; Rev. Theodore Bowen, Calvary Methodist Church; J. Arnold Feldman, American Veterans Committee; Anne Foss, American Jewish Congress; Denise O'Connor, Louis Wolf, David Hartsough, Friends Committee on National Legislation; Rabbi Richard Hirsch, Union of American Hebrew Congregations; Frederick Routh, National Association of Intergroup Relations Officials; John G. Feild, President's Committee on Equal Employment Opportunity.

Margaret Roach, National Council of Catholic Women; Dr. H.B. Sissel, United Presbyterian Church, Office of Church and Society; Alan Taylor, ADA; Virginia Kinnaird and Dr. Edwin Davis, National Education Association; Charles C. Webber, AFL-CIO; Rev. Forrest Stith, Council of Churches, National Capital Area; Julia Thompson, American Nurses Association; Mrs. John Bayley Jones, United Church Women and Methodist Church - Women's Division; Emily Reed, D. C. Public Library; Olinda M. Roettger, Lutheran Church - Missouri Synod; Denise Tourover, Hadassah; Ashby G. Smith, National Alliance of Postal Employees; Bayard Clark, Episcopal Church, National Council; Olya Margolin, National Council of Jewish Women; Florence Schott, American Association for the United Nations; Dan Bedell, UAW, AFL-CIO; Felix Putterman, Jewish War Veterans; Dr. Edward Redman, American Humanist Association; Sarah Newman and Theodor Schuchat, National Consumers League; Rosaline Fisher, League of Women Voters, D. C.; Alan Barth; Mary Alice Baldinger for the office.

Next Meeting: Wednesday, February 6, at the Washington Post Community Room.

15th Annual Conference : Mr. Millenson requested that all interested organizations note now in their Bulletins or other publications the fact that the National Civil Liberties Clearing House will hold its 15th annual conference on March 28 and 29, at the Hotel Sheraton Carlton in Washington.

Program : Paul M. Rilling, newly-appointed executive director of the Commissioners' Council on Human Relations, who was formerly the director of field activities of the Southern Regional Council and executive director of the Virginia Council on Human Relations, spoke on "Is the South Really Changing?" He analyzed the temper of the South since the school desegregation decision of 1954; the effects of 1962's incidents of violence on the Southern press, politicians and public; and the need for a continuing pressure for desegregation from "Northern-minded" people. The southern "moderates," who, in an effort to preserve law and order accomplished so much through Save Our Schools, HOPE, and

similar organizations, have now reached a point, he believes, where their aim to maintain stability and avoid conflict is in actuality a hope to maintain the status quo, and a barrier to further changes.

Charles T. Duncan, Principal Assistant United States Attorney for the District of Columbia, discussed "Arrests and Detention -- Lawful or Unlawful?", going into the needs of the community and the reflection of community opinion upon the attitudes of law-enforcement officials; the problems faced by the police in making arrests, in interrogatory techniques, and in developing evidence; the application of the "Mallory Rule;" and the difficulties of balancing the rights of the individual and the interests and desires of the community.

Current Material : The office will send out on request its remaining copies of current literature distributed at the meeting:

a) From the American Library Association, Justice William O. Douglas' monograph, Freedom of the Mind, published last month by the ALA and the Public Affairs Committee in their series of pamphlets, "Reading for an Age of Change."

b) From the American Jewish Committee, the latest of their annually-issued pamphlets, The People Take the Lead, summarixing progress in civil rights from 1954 through 1962.

c) From the Episcopal Society for Cultural and Racial Unity, two articles by William Stringfellow: Race, The Church, and the Law, reprinted from The Episcopalian; and Race, Religion and Revenge, reprinted from The Christian Century.

d) From the Jewish Labor Committee, The Plight of the Jews in the Soviet Union, reprinted from the Free Trade Union News.

e) The Slow Pace of Desegregation, by Walter G. Davis, assistant director of the AFL-CIO Department of Civil Rights, reprinted from the AFL-CIO American Federationist.

-- Roy H. Millenson, Chairman.

Mary Alice Baldinger,
Executive Director.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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DR. H. B. SISSEL
(United Presbyterian Church, U.S.A.)
ALAN BARTH
BARRINGTON D. PARKER
JOSEPH L. RAUH, JR.

•

Executive Director
MARY ALICE BALDINGER

March 4, 1963.

Dear Friend:

The National Civil Liberties Clearing House will sponsor its 15th annual conference on civil liberties and civil rights on Thursday and Friday, March 28 and 29, at the Hotel Sheraton-Carlton in Washington. We cordially invite you to attend.

The conference program is both timely and important. Discrimination in housing and the responsibilities faced by government, the industry and the public head the agenda. Other sessions will deal with the Negro American's growing impatience for equality, and with the issue of the Constitution and public policy in church-state matters, with especial emphasis on the schools. And Justice William O. Douglas, whose pre-eminence in the fight for civil liberties needs no emphasis, will address us at our dinner meeting.

Meetings will be plenary throughout in order to afford a maximum degree of participation in the open discussion which is a major feature of every conference session.

If you will call the Clearing House office, we will be glad to provide you with extra copies of the program and registration blank for your friends and colleagues.

The Clearing House conferences are the only continuing meetings held in Washington on the national level that focus intensive inter-organizational discussion exclusively on the state of our civil liberties and rights. At last year's meeting, more than 130 agencies were represented. We hope that you will participate in this one; we look forward to welcoming you and to having the benefit of your own and your organization's views in our consideration of these issues that so deeply affect our country and us all.

Sincerely yours,

Roy H Millenson

Roy H. Millenson,
Chairman

Mary Alice Baldinger

Mary Alice Baldinger,
Executive Director

PS -- We will appreciate your returning the attached registration form at your earliest convenience.

To: National Civil Liberties Clearing House,
1637 Massachusetts Ave., N. W.,
Washington 6, D. C.

REGISTRATION FOR ORGANIZATIONAL REPRESENTATIVES

From: Organization _____

Address _____

The following will attend the 15th annual National Civil Liberties Clearing House Conference at the Hotel Sheraton Carlton, Washington, D. C., on March 28 and 29, 1963. *Check covering the registration fee of $5.00 per person, plus cost of meals checked below for each, is enclosed.*

NAME	ADDRESS	REGISTRATION $5	DINNER MARCH 28 $7	LUNCHEON MARCH 29 $4.50	SPECIAL RATE – $15.00*

REGISTRATION FOR INDIVIDUAL ATTENDANCE

My check for registration and the meals checked below is enclosed.

PLEASE MAKE CHECKS PAYABLE TO THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

Your early registration and advance payment will be most helpful.
Each registrant's tickets will be held in his name at the conference registration desks.

SCHEDULE OF CONFERENCE CHARGES

Payment of $5.00 registration fee for each representative, and payments for dinner and luncheon reservations, must be made in advance. Cost of meals includes gratuity.

Dinner $7.00

Luncheon 4.50

Registration 5.00

Single-session registration (without meal) $2.00

SPECIAL RATE for entire conference, covering all items above $15.00*

Organizations planning to be represented should make their own hotel reservations as early as possible.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

invites you to attend its

15th

Annual Conference

MARCH 28 and 29, 1963

HOTEL SHERATON CARLTON

WASHINGTON, D. C.

PROGRAM

The Crystal Room

Thursday, March 28

1:00 p.m. *Registration desk opens*

2:00 p.m. Call to order ..... ROY H. MILLENSON,
Chairman, National Civil Liberties Clearing House;
Washington National Representative,
American Jewish Committee

HOUSING DISCRIMINATION—WHOSE RESPONSIBILITY?

Chairman ..... JACOB CLAYMAN, *Administrative Director,*
Industrial Union Department, AFL-CIO

THE HON. DAVID L. LAWRENCE
Chairman,
President's Committee on Equal Opportunity in Housing

NATHANIEL H. ROGG
Director of Policy Planning and Economics,
National Association of Home Builders

WHITNEY M. YOUNG, JR.
Executive Director,
National Urban League

Conference Discussion

6:30 p.m. *Registration desk opens*

6:15–6:50 p.m. RECEPTION *(Dutch Treat)* CABINET ROOM

7:00 p.m. Dinner Meeting ..... MR. MILLENSON, *presiding*

EDUCATION FOR A SOCIETY UNDER THE BILL OF RIGHTS

THE HON. WILLIAM O. DOUGLAS
Associate Justice,
United States Supreme Court

Friday, March 29

9:00 a.m. *Registration desk opens*

9:30 a.m.

RELIGION IN THE SCHOOLS: THE REACH OF THE CONSTITUTION

Chairman ..... LAWRENCE SPEISER, *Director, Washington Office, American Civil Liberties Union*

WILLIAM B. BALL
Executive Director and General Counsel, Pennsylvania Catholic Welfare Committee

THE REV. DEAN M. KELLEY
Executive Director, Department of Religious Liberty, National Council of Churches

DR. THEODORE POWELL
Connecticut State Department of Education; Author, The School Bus Law: A Case Study in Education, Religion and Politics

Conference Discussion

12:30 p.m. Luncheon Meeting ..... MR. MILLENSON, *presiding*

A CENTURY AFTER EMANCIPATION: THE IMPATIENT ONE-TENTH

Chairman ..... HAROLD C. FLEMING, *Executive Vice President, The Potomac Institute*

ROY WILKINS
Executive Secretary, National Association for the Advancement of Colored People

JAMES FARMER
National Director, Congress of Racial Equality

LESLIE W. DUNBAR
Executive Director, Southern Regional Council

Conference Discussion

4:30 p.m. Adjournment

The National Civil Liberties Clearing House

Officers

Chairman
ROY H. MILLENSON
(American Jewish Committee)

•

Vice Chairmen

CIVIL LIBERTIES
LAWRENCE SPEISER
(American Civil Liberties Union)

CIVIL RIGHTS
HAROLD C. FLEMING
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HUMAN RIGHTS
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INTELLECTUAL FREEDOM
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Secretary
EDWARD F. SNYDER
(Friends Committee on National Legislation)

Treasurer
JACOB CLAYMAN
(Industrial Union Department, AFL-CIO)

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Dr. Edwin W. Davis, J. Arnold Feldman, Howard Hubbard, Robert E. Jones, Shirley Koteen, Richard Lambert, Lee Levy

PRESS ..... Norma Gordon *and* Page Wilson, *co-chairmen;*
David A. Brody, Margaret Price, Bea Raskin, Penelope Wright

PROGRAM ..... Mr. Clayman *and* Mr. Fleming;
Rabbi Richard G. Hirsch, Cernoria Johnson, Max M. Kampelman, Dr. Richard B. Kennan, Dr. Lewis I. Maddocks, Clarence Mitchell, John J. Sheehan, Lawrence Speiser

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AGENCIES registered as sending representatives or observers to the National Civil Liberties Clearing House Conference in 1962 included:

Alabama Council on Human Relations
Alliance of Unitarian Women
Alpha Kappa Alpha
America Israel Society
American Association for the United Nations
American Association of University Professors
American Bakery & Confectionery Workers, AFL-CIO
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Council on Human Rights
American Ethical Union
AFL-CIO
American Federation of State, County and Municipal Employees, AFL-CIO
American Federation of Teachers, AFL-CIO
American Friends Service Committee
American Humanist Association
American Israel Public Affairs Committee
American Jewish Committee
American Jewish Congress
American Library Association
American Lutheran Church
American Newspaper Guild, AFL-CIO
American Nurses Association
American Veterans Committee
A. M. E. Zion Church
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Association for Childhood Education International
Baptist Joint Committee on Public Affairs
B'nai B'rith Women
Brethren Service Commission
British Embassy
Catholic Council on Civil Liberties
Central Conference of American Rabbis
Church of the Brethren
Council of Churches, National Capital Area
Delta Sigma Theta
Democratic National Committee
District of Columbia:
Commissioners' Council on Human Relations
Department of Corrections
Public Library
Public Schools
Recreation Department
D. C. Federation of Civic Associations
Embassy of Israel
Episcopal Society for Racial and Cultural Unity
Florida Council on Human Relations
Friends Committee on Race Relations
Friends Committee on National Legislation
George Washington University Law School
Hadassah
Howard University
Industrial Union Department, AFL-CIO
International Hod Carriers, Building and Laborers Union, AFL-CIO
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Japanese American Citizens League
Jewish Community Council of Greater Washington
Jewish War Veterans of the U. S. A.
League of Women Voters, U. S.
Lutheran Church—Missouri Synod
Methodist Church, Women's Division
Methodist Board of Christian Social Concern
Michigan Fair Employment Practices Committee
Montgomery County Mental Health Association
Motion Picture Association of America
National Alliance of Postal Empoyees
National Association for the Advancement of Colored People
National Catholic Conference for Interracial Justice
National Community Relations Advisory Council
National Committee against Discrimination in Housing
National Conference of Christians and Jews
National Congress of American Indians
National Consumers League
National Council on Agricutural Life and Labor
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
National Housing Conference
National Luthern Council
National Service Board for Religious Objectors
National Sharecroppers Fund
Neighbors, Inc.
New York State Commission for Human Rights
Potomac Institute
President's Committee on Equal Employment Opportunity
Protestant Episcopal Church, National Council
Republican National Committee
Roanoke Valley Council on Human Relations
Seventh Day Adventists, General Conference
Shipbuilders Union, AFL-CIO
Southern Regional Council
Textile Workers Union of America, AFL-CIO
Toledo Board of Community Relations
Union of American Hebrew Congregations
Unitarian Fellowship for Social Justice
Unitarian-Universalist Association
United Automobile Workers of America, AFL-CIO
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Virginia State Conference of NAACP Branches
Washington Cathedral
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Washington Ethical Society
Washington Planning & Housing Association
Washington Urban League
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The National Civil Liberties Clearing House

. . . is a voluntary association of national organizations for the promotion of knowledge, the development of understanding and the dissemination of factual information and educational materials in the fields of civil liberties, civil rights, intellectual freedom and human rights.

. . . is limited both in its continuing program and its annual Conferences to the promotion of education and information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its annual Conferences and monthly meetings to bring together representatives of its associated groups and other invited agencies for free, full and informed discussion and analysis of current issues in its fields, and for consideration of ways to help strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W. Washington 6, D.C. Dupont 7-6300

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Minutes March 6, 1963

NATIONAL CIVIL LIBERTIES CLEARING HOUSE — file

Attendance : The National Civil Liberties Clearing House met on Wednesday, March 6, 1963, at the Washington Post's Community Room, with the following attendance : Roy H. Millenson, American Jewish Committee, chairman; Edward Rovner, International Union of Electrical Workers, AFL-CIO; Arnold Feldman, American Veterans Committee; Frank Pohlhaus, N.A.A.C.P.; Anne Foss, American Jewish Congress; Vera Barger, Y.W.C.A.; Robert M. Stein, American Ethical Union; Edward Snyder and Denise O'Connor, Friends Committee on National Legislation; Selma Borchardt, American Federation of Teachers, AFL-CIO; David Brody, Anti-Defamation League of B'nai B'rith; Alice Bell, National Council of Negro Women; Cernoria Johnson, National Urban League; George Butler, President's Committee on Equal Employment Opportunity; Dr. Edward Redman, American Humanist Association; Felix Putterman, Jewish War Veterans; Rosaline Fisher, League of Women Voters, D. C.; Louise Harned, League of Women Voters, U.S.; Dr. Leonard Aries, National Conference of Christians and Jews.

Peggy Roach, National Council of Catholic Women; Olinda Roettger, Lutheran Church - Missouri Synod; Ralph E. Smeltzer, Church of the Brethren Service Committee; Helen Lineweaver, United Presbyterian Church, U.S.A.; William H. McLin, National Education Association, Federal Relations; Jack Sheehan, United Steelworkers of America, AFL-CIO; Helen Baker, American Friends Service Committee; Julia Thompson, American Nurses Association; Elizabeth Farquhar, Women's International League for Peace and Freedom; Margaret McCane, United Church Women, D.C.; Dr. Lewis Maddocks, United Church of Christ; Dr. Vernon Ferwerda, National Council of Churches; Ben Man, Industrial Union Department, AFL-CIO; Robert Greene, Office of Urban Renewal; Helen Steinbarger, American Library Association; A. B. Caldwell, Justice Department, Civil Rights Division; Dr. Vergil Lowder, Council of Churches, National Capital Area; Dr. J. Harold Sherk, National Service Board for Religious Objectors; David Cohen, Americans for Democratic Action; David Carliner, Association of Immigration and Nationality Lawyers; Bruce Scott, National Capital Area Civil Liberties Union; Boris Shishkin and Walter Davis, AFL-CIO Civil Rights Department; Ruth Bates, Commissioners' Council on Human Relations; Harold Fleming and Arthur Levin, Potomac Institute; Frederick Routh and Jane Leeds, National Association of Intergroup Relations Officials; Theodor Schuchat, National Consumers League; Marion Yankauer, Mr. and Mrs. Wayne Phillips, Mrs. Schuchat, Merom Brachman; Mary Alice Baldinger for the office.

The chairman introduced Dr. Vernon Ferwerda, who has been appointed director of the Washington Office of the National Council of Churches.

Next Meeting : Wednesday, May 1; 2 to 4 p.m. at the Post's Community Room.

Amendment of Constitution : On motion of David Brody, seconded by Arnold Feldman, the meeting unanimously approved the adoption of the amendments to the National Civil Liberties Clearing House constitution which were presented and discussed at the February 6 meeting and were subsequently sent to all associated organizations. The amendments establish the structure of the Clearing House as an autonomous agency organized and operated exclusively for educational and charitable purposes, and make provision for the distribution of the organization's assets in the event of its dissolution.

A copy of the constitution, as amended, accompanies these minutes.

Program : Lee White, assistant special counsel to President Kennedy, discussed the Administration's civil rights and civil liberties programs, and David Carliner of the Association of Immigration and Nationality Lawyers spoke on "Current Trends in Immigration and Citizenship."

Current Material : The office will send out on request its remaining copies of material distributed at the meeting:

1) Freedom to the Free -- the Civil Rights Commission's Report to the President on progress towards equality since the Emancipation Proclamation. (Supply exhuasted.)

2) Charity Is Not a Loophole -- made available by the American Jewish Committee, this study of the President's tax proposals, by the National Social Welfare Assembly's Committee on Tax Policy, analyzes the points of special interest to tax-exempt organizations.

3) Plans for Progress : Atlanta Survey -- from the Southern Regional Council, its report on the way the Plans for Progress campaign is working out in industrial and business concerns in the area of Atlanta.

4) Religious Freedom for Teachers -- text of a radio address by Edward L. Ericson of the American Ethical Union, leader of the Washington Ethical Society, on the implications of a local county school superintendent's statement before the American Association of School Administrators that no teacher has a right to teach unless he or she believes in a Supreme Being or Creator.

Roy H. Millenson
Chairman

Mary Alice Baldinger
Executive Director

CONSTITUTION

of the

National Civil Liberties Clearing House

I. NAME The name of this association shall be the National Civil Liberties Clearing House.

II. PURPOSE AND FUNCTION - The National Civil Liberties Clearing House shall be organized and operated exclusively for educational and charitable purposes. It shall serve as a clearing house for information and education on civil rights, civil liberties, intellectual freedom and other such human rights. It shall include among its activities the conducting of conferences and educational forums and whenever possible the remarks of the participants at such events shall be published and made available to the public. It shall compile and publish objective reports on civil liberties, civil rights, intellectual freedom and other human rights. It shall make information available to government agencies, colleges and universities, libraries, and any interested organization or individual.

The Clearing House shall not engage in substantial legislative activity or social action of any kind. It shall not participate or intervene in any political campaign or support or oppose any candidate for political office. It shall not take positions or make policy statements on any issues.

The National Civil Liberties Clearing House shall be an autonomous organization and shall not act on behalf of the special interests of any of its associating national organizations or individual contributors.

III. COMPOSITION - The Clearing House shall be a voluntary association of independent national organizations interested in its purposes and in the preservation of our constitutional freedoms. Admission to association in the Clearing House shall require the favorable recommendation of the Administrative Committee and a majority vote of approval of those present and voting at a Clearing House meeting.

Association of any organization in the Clearing House may be terminated for due cause by a majority vote of those present and voting at a Clearing House meeting, after due notice and upon recommendation of the Administrative Committee.

IV. OFFICERS - The administrative body of the National Civil Liberties Clearing House shall be the Administrative Committee.

The officers of the Clearing House shall be a chairman, four vice chairmen, a secretary and a treasurer. Each vice chairman shall head one of the Sections of the Clearing House -- civil rights, civil liberties, intellectual freedom, and human rights.

The Administrative Committee shall comprise the officers, and six individuals elected from associated national organizations.

The Administrative Committee may appoint not more than three additional members to the Administrative Committee without reference to membership in associated organizations.

Each chairman of the Clearing House, upon completion of his term in office, whall become an honorary member of the Administrative Committee for the year following his term as chairman.

The Clearing House may have an Advisory Board. Invitation to membership on the Advisory Board shall be determined upon recommendation of the Administrative Committee and with the approval of the Clearing House.

V. TERM OF OFFICE - Officers and members of the Administrative Committee shall be elected annually for a term of one year. They shall not serve in any office or on the Administrative Committee for more than three consecutive years. Any officer or Administrative Committee member who has served for three consecutive years shall not be eligible for re-election to any office or to membership on the Administrative Committee for one year following the end of his third consecutive year. Period of service shall be computed beginning with the 1953 election.

VI. ELECTIONS - The chairman of the Clearing House shall appoint, with approval of the Administrative Committee and the Clearing House, a Nominating Committee of five in May of each year. The Nominating Committee shall present its proposed slate at the first regular meeting of the Clearing House in June. The slate shall be circulated to associated organizations immediately following the meeting. Additional nominations may be submitted through July 15, which nominations must be approved by the Nominating Committee before they are placed on the ballot. Election shall be by mail ballot in August, and term of office shall begin in September.

In the event of a vacancy in office by reason of death, resignation, or prolonged absence, occurring four months or more before the next regular election of officers, the chairman shall appoint a Nominating Committee of three, who shall report at the next regular meeting the names of nominees to fill the vacancy. Additional nominations may be made from the floor. The election shall then take place at the next succeeding regular meeting of the Clearing House. Written notice of the time, place and purpose of each meeting shall be mailed to each associating organization in the Clearing House.

In the event of a vacancy in the office of chairman, the Administrative Committee shall appoint a temporary chairman who shall act until such time as a new chairman is elected. If the vacancy in office shall occur less than four months prior to the time of taking of office following the annual election of officers, the vacancy shall be filled by the Administrative Committee and the person so appointed as chairman shall hold office until the regular September meeting or until a successor is duly elected and qualified.

In the event of a vacancy in the office of chairman of longer than four months duration, the Administrative Committee shall appoint a Nominating Committee of three. The procedure then to be followed is the same as for other vacancies.

VII. COMMITTEES - The chairman, with the approval of the Administrative Committee, may appoint such committees as may be necessary for the carrying out of the purposes or business of the Clearing House.

VIII. MEETINGS AND CONFERENCES - There shall be regular monthly meetings of the Clearing House and of the Administrative Committee unless otherwise determined by the Administrative Committee.

The Clearing House may hold such annual or other conferences as are helpful in carrying out its purposes. Such conferences shall be approved by the Administrative Committee and the Clearing House.

IX. REPRESENTATION - Each associated organization shall be entitled to one vote.

X. QUORUM - For the purposes of conducting the business of the Clearing House, the presence of representatives of twelve associated organizations shall constitute a quorum.

XI. ADMINISTRATION AND FINANCES - Administrative policies shall be determined at the regular meetings of the Clearing House or in the interim by the Administrative Committee.

The Clearing House shall be financed by voluntary contributions and payments of subscriptions for materials and services by associated organizations, and by other organizations and individuals, subject to the approval of the Administrative Committee. Approval of an annual budget and of financial operations shall be the responsibility of the Administrative Committee, subject to review and approval by the Clearing House. A financial report shall be submitted to the Clearing House at least annually by the treasurer. The employment of an executive director shall be approved by the Administrative Committee and the Clearing House.

XII. PARLIAMENTARY AUTHORITY - Roberts' Rules of Order, Revised, shall govern the proceedings of the Clearing House unless the Constitution provides otherwise.

XIII. AMENDMENT - This Constitution may be amended at any regular meeting of the Clearing House provided that the amendment has been presented to the next preceding regular meeting of the Clearing House and that written notice has been given all associated organizations prior to the regular meeting at which the amendment is to be voted upon.

XIV. DISSOLUTION - In the event of the dissolution of the Clearing House, all of its net assets shall be distributed in furtherance of charitable or public purposes and the Administrative Committee is empowered to elect among the following alternatives:

1) Distribute the net assets to the Federal Government to be used for a public purpose in furtherance of the general purposes for which the Clearing House was organized; or

2) Distribute the net assets to another organization, organized and operated for exclusively charitable or educational purposes, who shall use such assets to best accomplish the general purposes for which the Clearing House was organized; or

3) Distribute the net assets to a number of such organizations, or distribute part of the net assets to one or more of such organizations and part to the Federal Government.

March 6, 1963

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

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RECEIVED MAR 15 1963

March 13, 1963

Mr. Leslie W. Dunbar
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear ~~Mr. Dunbar:~~ Les —

This is to acknowledge and to thank you for your registration for the National Civil Liberties Clearing House Conference at the Hotel Sheraton Carlton, March 28 and 29.

Your reservations have been noted, and your tickets will be on file for you at the conference registration desk.

Looking forward to having you with us, I am

Sincerely yours,

Mary Alice

Mary Alice Baldinger
Executive Director

Registrations:
Leslie W. Dunbar
Paul Anthony

March 12, 1963

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Mary Alice:

Attached are three copies of Les Dunbar's biographical data sheets, sent at his request.

Hope things go well with you. I miss Washington and all my friends there. By the way, I didn't forget to give you the pomegranate plant -- it perished in my basement from the lack of water. I didn't get a chance to tell you before I left.

Here's hoping you have a good Annual Meeting.

Sincerely,

(Mrs.) Mildred Flowers Johnson
Secretary to the Director

MFJ
Enclosures

P. S. -- I'm now the proud mother of a baby girl. I plan to send a photo of her to the Potomac Institute soon, and I hope you'll get a chance to see it.

INSERT FOR PANEL DISCUSSION - March 29, 1963
National Civil Liberties Clearing House Conference

What I am trying to suggest is that white Southerners still have the capacity, in regards to race, to be honest with themselves and with others. Let me repeat that what I am here talking about is psychological and spiritual health. White Southerners are today, as they have been throughout our history, the principal impediment to a sane race relations. Their influence is more than regional. I believe that a good case could be made for the proposition that Northerners have generally, deny it as they will, taken their cue in racial attitudes from the South. The dreary facts about southern prejudice and discrimination I do not have to recount; you know them too well. Reluctantly, I have to concede that one of the more important of recent essays is Gerald Walker's article in -- of all places -- the April issue of Cavalier magazine. Cavalier used a different title, but the one which Walker had submitted was more descriptive: he had called his piece "The Racial Inferiority of the White Southerner."

March 20, 1963

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue
Washington, D. C.

Dear Mary Alice:

We sent you the other day some biographical notes. I wish I could now forward an advance text, or at least promise one. You may remember, however, that when I accepted the invitation I warned you that I might not be able to have an advance text. I think now I had better just say that I cannot. I am faced with an April 15 deadline for the Notre Dame Lawyer. It looks impossible as is.

I shall, however, try to arrive on Thursday with at least a handwritten text. If you all, or maybe Potomac, could type it before Friday, I would be glad to turn it over.

Incidentally, you never did tell me how long I should talk.

All the best.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

March 8, 1963

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council,
5 Forsyth St.,
Atlanta 3, Ga.

Dear Les:

Since you're on the Clearing House mail list, you will already have had a copy of our conference program (I'm enclosing a couple more for your files) -- but it's about time I told you a little more about it, isn't it?

As I said the day you brightened by agreeing to take part in the program, we want to make this a sort of assessment of where the Negro American stands, a century after emancipation; where he's going, what he wants and how he feels, -- his changing mood. In this frame, we've asked Roy to do an over-view, developing as well his ideas on the priorities, the most urgent problems, and the best hopes for major break-throughs. Farmer we have asked to assess the progress of the non-violent protest and to interpret the relationships between it and the other types of civil rights activity. Harold suggests that you might do an analytical view of the increasingly impatient mood of the Negroes, and the reactions to manifestations of this on the part of the majority group and its institutions.

Will you -- I hope -- be able to have an advance text? (It's such a help towards good press coverage.) And if you do, would there be any possibility of my getting a copy several days befor the conference, for mimeographing?

Also, may I please have three copies of your biographical notes?

I'm truly grateful to you for your participation in our meeting, and I'm looking forward to hearing you. And if there is anything I can do for you, will you let me know?

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director.

20

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

RECEIVED
MAR 25 1963

March 21, 1963

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council,
5 Forsyth St., N W
Atlanta 3, Ga.

Dear Leslie:

Thanks for your note of March 20. I sympathize with the difficulties involved in the advance text question.

However, if you bring along a hand-written text when you arrive Thursday, we will be able to get it typed and duplicated for you.

Since I don't know what time you'll be arriving, I don't know just what to suggest. We will have a typist in the press room at the Carlton. However, if you get in fairly early and go over to Potomac first, perhaps they could type it there for you -- which would give you a chance to read and edit it before you go to the hotel, where my girl could cut stencils and get it mimeographed.

By now you will have had my letter of yesterday suggesting that all talks run from 15 to 20 minutes.

And I'm really looking forward to hearing yours.

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House

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(Lutheran Church—Missouri Synod)
DR. H. B. SISSEL
(United Presbyterian Church, U.S.A.)
ALAN BARTH
BARRINGTON D. PARKER
JOSEPH L. RAUH, JR.

•

Executive Director
MARY ALICE BALDINGER

20

March 21, 1963

Mr. Leslie W. Dunbar,
Southern Regional Council,
Room 201, 5 Forsyth St., N W
Atlanta 3, Ga.

Dear Les:

We are looking forward with great pleasure to your participation in the National Civil Liberties Clearing House conference.

It will be helpful if the program people for the session at which you are speaking will get together a little before the meeting starts.

Will you join the others in the Sheraton-Carlton's South Lounge — our press room — at 12:30 o'clock on Friday, March 29?

If you will stop at the conference registration desk in the lobby, one of the members of our committee will take you to the meeting-room.

I shall look forward to seeing you there.

With best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

PS -- Margaret told me you were asking about length of the talks. I'm sorry I forgot to mention it to you before. We would like them to run about 15 to 20 minutes, so there will be plenty of time for audience discussion afterwards.

Also, Margaret tells me that there may be some faint hope that you can have an advance text. I'll keep my fingers crossedd

April 4, 1963

Miss Mary Alice Baldinger
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Mary Alice:

Would you be able to give me the name and address of the Unitarian minister who spoke from the floor last week about his experiences in Albany?

All the best.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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Executive Director
MARY ALICE BALDINGER

file

April 5, 1963

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Les:

In behalf of the National Civil Liberties Clearing House and of everyone who worked on our conference last week, I want you to know how very grateful we all are to you for coming to speak at the meeting, and for the truly outstanding talk you gave us.

Almost everyone seems to think that the session on "the impatient one-tenth" was the highlight of the whole conference. And the comments on your address have ranged from "most impressive" through "amazingly perceptive" to just plain old-fashioned "brilliant." I agree with all of them.

Your participation was an honor as well as a pleasure. All of us thank you most whole-heartedly.

With all best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

20

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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(United Presbyterian Church, U.S.A.)
ALAN BARTH
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JOSEPH L. RAUH, JR.

•

Executive Director
MARY ALICE BALDINGER

April 8, 1963

Mr. Leslie W. Dunbar,
Executive Director,
Southern Regional Council
5 Forsyth St., N W
Atlanta 3, Ga.

Dear Les:

Tha man you asked about is Robert E. Jones, executive director of the Unitarian Fellowship for Social Justice, 245 2nd St., N E, Washington 2, DC.

Incidentally, he is not a minister. He is an awfully nice guy, though.

Sincerely,

Mary Alice

Mary Alice Baldinger

20

PA ✓
SB ✓
MJ-file

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MAY 20 1963

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Minutes

May 1, 1963

Attendance : The National Civil Liberties Clearing House met on Wednesday, May 1, 1963, at the Washington Post's Community Room with the following attendance: Roy H. Millenson, American Jewish Committee, chairman; Frances Neely and Denise O'Connor, Friends Committee on National Legislation; Anne Foss, American Jewish Congress; Robert E. Jones, Unitarian Fellowship for Social Justice; Mrs. John Bayley Jones, United Church Women and Methodist Church-Women's Division; Margaret P. McCane, United Church Women, D.C.; J. Harold Sherk, National Service Board for Religious Objectors; Dr. Edwin W. Davis and William H. McLin, National Education Association; Dr. Edwin H. Redman, American Humanist Association; Shirley Koteen, National Council of Jewish Women; Herman Edelsberg and David Brody, Anti-Defamation League of B'nai B'rith; Olinda M. Reettger, Lutheran Church-Missouri Synod; Richard G. Shipman, National Farmers Union; Nathala Cox, Alliance of Unitarian Women; Julia Thompson, American Nurses Association; Betty Bailey, Jewish War Veterans; Dr. Lewis Maddocks, United Church of Christ; Helen Steinbarger and Germaine Krettek, American Library Association; Josephine Kyles, Council of Churches and A.M.E. Zion Church; Russell L. Bradley, National Conference of Christians and Jews; David A. Sawyer, Department of the Army; Paul Rilling and Ruth Bates, Commissioners' Council on Human Relations; Arthur J. Levin, Potomac Institute; Dr. H.B. Sissel, United Presbyterian Church, U.S.A.

Clarence Mitchell, NAACP; Emily Reed, D.C. Public Library; Canon Bayard Clark, Episcopal Church and Washington Cathedral; Denise Tourover, Hadassah; Moe Hoffman, National Jewish Welfare Board; Peggy Roach, National Council of Catholic Women; Hope Marinel, American Book Publishers Council; Selma Sanish, Women's International League for Peace and Freedom; Sarah Newman, National Consumers League; Rabbi Richard Hirsch, Union of American Hebrew Congregations; Jack Sheehan, United Steelworkers of America; Merlin Myers, American Friends Service Committee, Metropolitan Washington Housing Program; Ben Seaver, AFSC San Francisco Regional Office; Mary Alice Baldinger for the office.

Next Meeting : Wednesday, June 5; 2 to 4 pm, at the Post's Community Room

Dear Les — Bingo! Mary Alice

Clearing House Granted Exemption As Educational & Charitable Agency : Mr. Millenson announced that the Internal Revenue Service, in a letter dated April 9, notified the National Civil Liberties Clearing House that it has been granted tax-exemption for donor-deductibility under Section 501 (c)(3) of the Internal Revenue Code, as an organization operated exclusively for charitable and educational purposes.

The ruling is retroactive to January 1, 1961. Under it, contributions to the Clearing House are deductible for income tax purposes, and bequests, legacies and gifts are deductible for Federal estate and gift tax purposes.

The chairman expressed the gratitude of the Clearing House to Attorney Edgar B. May, who is a specialist in tax law and who brought the Clearing House appeal to its present successful conclusion.

Nominating Committee Appointed : The meeting approved the chairman's appointment of the following Nominating Committee for officers for the 1963-1964 term: Russell Bradley, National Conference of Christians and Jews, chairman; David Brody, Anti-Defamation League of B'nai B'rith; John Edelman, Textile Workers Union of America, AFL-CIO; Germaine Krettek, American Library Association; J. Francis Pohlhaus, National Association for the Advancement of Colored People.

The committee will present its proposed slate at the June 5 meeting.

The chairman pointed out that the Clearing House constitution provides that any officer or Administrative Committee member who has held office for three consecutive one-year terms is ineligible for further office for at least one year. Noting that he himself is ineligible under this rule (although the constitution stipulates that each outgoing chairman shall be an honory member of the Administrative Committee for the year following his chairmanship), Mr. Millenson expressed the organization's thanks for the contribution made by the following who, since they have held office for the 1960, 1961 and 1962 terms, are not eligible for renomination at this time: Lawrence Speiser, American Civil Liberties Union, vice chairman for civil liberties; Louis Joghin, American Association of University Professors, vice chairman for intellectual freedom; and Germaine Krettek, American Library Association, Administrative Committee member.

1963 Conference Best Attended : The 15th annual Clearing House conference was attended by more individuals and organizations than ever before, Mr. Millenson reported. A total of 145 agencies were represented at the meetings. Conference receipts were $3083.50; its costs to date total $3209.09. After paying for the conference report, there will be an over-all deficit of $400 to $450. Since the meetings received nationwide coverage by press, television and radio, the benefits to the public's knowledge of civil liberties issues far outweigh the monetary loss, the chairman suggested.

Program : Herman Edelsberg, head of the Washington office of the Anti-Defamation League of B'nai B'rith, discussed "Federal Funds for Mississippi -- the Pros and Cons of the Civil Rights Commission's Recommendations"; and Father John F. Cronin, S.S., assistant director of the National Catholic Welfare Conference's Social Action Department, spoke on "The Human Rights Emphasis of the New Papal Encyclical." Their remarks will be summarized in an early issue of the Civil Liberties Bulletin.

Current Material : The office will send out on request its remaining copies of literature distributed at the meeting:

1) Interim Report of the U.S. Commission on Civil Rights (summarizing violations of constitutional guarantees in Mississippi, and recommendations for Federal action.)

Strange bedfellows

2) Adam, Where Art Thou? -- The reply of the National Association for the Advancement of Colored People to Congressman Adam Clayton Powell's recent attacks on it and other groups which include white persons among their officers and board members.

3) Mobilizing the American Conscience, by Dennis Clark, reprinted from Ave Maria; and Religion and Race, by Kyle Haselden, reprinted from the Christian Century; both articles discuss and interpret the National Conference on Religion and Race of last January. From the American Jewish Committee

4) Register Christian Opinion -- From the Friends Committee on National Legislation, a pocket directory of the members and committees of the Senate and House; also lists public affairs publications, religious journals, and organizational information sources.

-- Roy H. Millenson, chairman
Mary Alice Baldinger, executive director

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Financial Record — January 1 - December 31, 1962

Organizational Contributions and Subscriptions

Alliance of Unitarian Women	25
Amalgamated Clothing Workers of America, AFL-CIO	200
Amalgamated Meat Cutters, AFL-CIO	100
A.M.E. Zion Church, Department of Christian Education	25
American Association for the United Nations	25
American Association of University Professors	150
American Book Publishers Council	175
American Civil Liberties Union	1000
American Ethical Union	150
American Friends Service Committee	150
American Humanist Association	35
American Jewish Committee	200
American Jewish Congress	75
American Library Association	75
American Lutheran Church, Lutheran Service Society	25
American Newspaper Guild, AFL-CIO	35
American Nurses Association	25
American Veterans Committee	25
Anti-Defamation League of B'nai B'rith	150
Association on American Indian Affairs	50
Baptist Joint Committee on Public Affairs	35
B'nai B'rith Women	25
Catholic Council on Civil Liberties	20
Central Conference of American Rabbis	35
Church of the Brethren Service Commission	35
Civil Liberties Educational Foundation	25
Communications Workers of America, AFL-CIO	50
Council of Churches, National Capital Area	25
Episcopal Society for Cultural and Racial Unity	25
Federation of American Scientists	25
Friends Committee on National Legislation	150
Fund for the Republic	100
Greater Washington Central Labor Council	25
Hadassah	100
Industrial Union Department, AFL-CIO	1500
International Union, Electrical, Radio & Machine Workers, AFL-CIO	200
Japanese American Citizens League	100
Jewish Community Council of Metropolitan Boston	20
Jewish Community Relations Council of Greater Philadelphia	25
Jewish Community Council of Greater Washington	25
Jewish Labor Committee	25
Jewish War Veterans of the U.S.A.	50
League of Women Voters of the U. S.	50
Lutheran Church - Missouri Synod, Department of Public Relations	35
Methodist Church, Division of Human Relations	25
Methodist Church, Women's Division of Christian Service	50
Motion Picture Association of America	200
National Alliance of Postal Employees	25
National Association for the Advancement of Colored People	75
National Association of Intergroup Relations Officials	25
National Association of Social Workers	50

National Community Relations Advisory Council	50
National Conference of Christians and Jews	25
National Council of Catholic Women	35
National Council of Churches	
Department of Religious Liberty	25
Division of Christian Life and Work	25
Washington Office	35
National Council of Jewish Women	100
National Council of Negro Women	25
National Education Association, Commission on Professional Rights and Responsibilities	225
National Farmers Union	50
National Lutheran Council	25
National Service Board for Religious Objectors	25
National Urban League	25
Potomac Institute	150
Protestant Episcopal Church, National Council	25
Southern Regional Council	25
Textile Workers Union of America, AFL-CIO	80
Union of American Hebrew Congregations	100
Unitarian Fellowship for Social Justice	25
Unitarian Universalist Association	50
United Automobile Workers of America, AFL-CIO	750
United Christian Missionary Society	25
United Church of Christ, Council for Christian Social Action	125
United Church Women	25
United Lutheran Church in America, Board of Social Ministry	25
United Presbyterian Church, USA, Board of Christian Education	35
U. S. National Student Association	25
United Steelworkers of America, AFL-CIO	1000
United Synagogue of America	25
Women's International League for Peace and Freedom	35
Young Women's Christian Association	35

Received from organizations	9080 *
Contributions from individuals	1785
	10,865
Receipts, 1962 Conference on Civil Liberties	2,640
Total Receipts	13,505

* The National Jewish Welfare Board contributed office space and utilities

Receipts		13,505.00
Expenditures		
Publishing, mimeographing & mailing	1002.69	
Office Postage	253.56	
14th Annual Conference	3007.84	
Office expenses, supplies, equipment and repairs	354.11	
Meetings and conferences, newspapers, magazines, books	124.19	
Transportation; janitorial and messenger service	59.22	
Bank charges	16.15	
Employer's taxes (Federal and D. C.)	175.74	
Salary, executive director	6499.92	
		11,493.42

* *

FINANCIAL STATUS, DECEMBER 31, 1962

Cash on hand, 1/1/62	2075.43			
Petty cash	60.00			
		2135.43		
Receipts, 1962		13505.00		
			Total assets, 1962	15,640.43
			Expenditures -	11,493.42
				4,147.01
			Petty cash on hand, 12/31/62 -	60.00
Balance 12/31/62	4087.01			
Deposits in transit	150.00			
			Balance, 12/31/62	4,087.01
Balance per bank statement 12/31/62	3937.01			

National Civil Liberties Clearing House June 5, 1963

REPORT OF THE COMMITTEE ON NOMINATIONS FOR 1963-1964

The constitution of the National Civil Liberties Clearing House provides that its elected officers shall be : a chairman, four vice chairmen, secretary, treasurer, and six members of the Administrative Committee, all representing national organizations. Officers and Administrative Committee members are elected annually for a term of one year, and may not serve in any elective capacity for more than three consecutive terms.

The constitution further provides that a Nominating Committee of five members, appointed by the chairman and approved by the Clearing House, shall present a proposed slate of officers and Administrative Committee members at the June meeting of the Clearing House. This slate is circulated to all associated organizations directly thereafter, and through July 15 it remains open for additional nominations, which must be approved by the Nominating Committee before they are placed on the ballot. Election takes place by mail ballot in August, and term of office begins in September.

The Nominating Committee wishes to express its appreciation -- and the appreciation of the Clearing House -- to the present officers who are not eligible for re-nomination : Lawrence Speiser of the American Civil Liberties Union; Dr. Louis Joughin of the American Association of University Professors; and Germaine Krettek of the American Library Association, all of whom have served for three terms; and Violet Gunther, who has resigned from her post as director of Americans for Democratic Action; and most particularly to Roy Millenson of the American Jewish Committee, who has worked so effectively and diligently as chairman of the Clearing House for the past two years.

Your Committee met on May 9, 1963, and unanimously recommends the following slate of officers for 1963-1964 :

For chairman: Harold C. Fleming of the Potomac Institute.

For vice chairmen:
On civil liberties, J. Arnold Feldman, American Veterans Committee
On civil rights, Clarence Mitchell, National Association for the Advancement of Colored People
On human rights, Olinda M. Roettger, Lutheran Church - Missouri Synod, Department of Public Relations
On intellectual freedom, Dr. H. B. Sissel, United Presbyterian Church, U S A
For secretary: Edward F. Snyder, Friends Committee on National Legislation
For treasurer: Jacob Clayman, Industrial Union Department, AFL-CIO

For membership on the Administrative Committee :
Daniel S. Bedell, United Automobile Workers of America, AFL-CIO
David A. Brody, Anti-Defamation League of B'nai B'rith
Edward L. Ericson, American Ethical Union
Robert W. Frase, American Book Publishers Council
Rabbi Richard G. Hirsch, Union of American Hebrew Congregations
Cernoria D. Johnson, National Urban League

Respectfully submitted for the Nominating Committee :
Russell L. Bradley, National Conference of Christians and Jews, chairman
David A. Brody, Anti-Defamation League of B'nai B'rith
John Edelman, Textile Workers Union of America, AFL-CIO
Germaine Krettek, American Library Association
J. Francis Pohlhaus, N.A.A.C.P.

Minutes

RECEIVED
JUN 12 1963

NATIONAL CIVIL LIBERTIES CLEARING HOUSE June 5, 1963

Attendance : The National Civil Liberties Clearing House met at the Washington Post's Community Room on Wednesday, June 5, 1963, with the following attendance : Roy H. Millenson, American Jewish Committee, chairman; Olinda M. Roettger, Lutheran Church-Missouri Synod; Peggy Roach and Marcia Cox, National Council of Catholic Women; Jean Stultz, United Steelworkers of America; John de J. Pemberton and Lawrence Speiser, American Civil Liberties Union; Dr. Lewis Maddocks, United Church of Christ; W. Barry Garrett and Wilfred H. Peterson, Baptist Joint Committee on Public Affairs; Dr. H. B. Sissel, United Presbyterian Church, U S A; Merlin A. Myers and Florence Mabre, American Friends Service Committee, Metropolitan Washington Housing Program; Denise Tourover, Hadassah; Anne Foss, American Jewish Congress; Kathryn H. Stone, Virginia House of Delegates; Betsy Levin, Americans for Democratic Action; Helen Steinbarger, American Library Association; Betty Shapiro, B'nai B'rith Women; Moe Hoffman, National Jewish Welfare Board; Shirley Koteen, National Council of Jewish Women; Louise Harned, League of Women Voters; Ruth Bates, Commissioners Council on Human Relations.

Russell Bradley and Dr. Leonard P. Aries, National Conference of Christians and Jews; Dr. Edwin Davis, Virginia Kinnaird, Lucile Ellison and Dr. William H. McLin, National Education Association; Ashby G. Smith, National Alliance of Postal Employees; Louise Stitt and Alma Kropp, National Consumers League; Caroline C. Ramsay, Women's International League for Peace and Freedom; Ruth D. Reams, American Humanist Association; A. Burns Chalmers, American Friends Service Committee; J. Arnold Feldman, American Veterans Committee; Felix Putterman, Jewish War Veterans; Minna Post Peyser, National Assembly; Rosaline Fisher, D. C. League of Women Voters; Emily Reed, D. C. Public Library; Florence Schott, American Association for the United Nations; Jane Leeds, National Association of Intergroup Relations Officials; David Brody, Anti-Defamation League of B'nai B'rith; Harold Sherk, National Service Board for Religious Objectors; Robert W. Frase, American Book Publishers Council; Dan Bedell, United Automobile Workers of America, AFL-CIO; E. V. Matthew, S. H. Holland; Florence B. Fields; Mary Alice Baldinger for the office.

Next Meeting : Because of the Independence Day holiday, the July meeting of the Clearing House will be held on the second Wednesday of the month -- July 10, at the Post's Community Room

Report of Nominating Committee for 1963-64 : The meeting accepted the report of the Committee on Nominations for 1963-64, which was presented by the chairman, Russell L. Bradley of the National Conference of Christians and Jews. (A copy of the committee's slate, which also outlines procedures of elections, is attached.)

Program : Robert L. Riggs, Washington correspondent for the Louisville Courier-Journal, analyzed the three proposed "state's rights" amendments which have already been approved by a number of state legislatures and which would (1) enable states to amend the Constitution without having to get a vote in Congress; (2) nullify the Supreme Court's ruling that citizens dissatisfied with the apportionment of their legislative districts can sue for relief in federal court; and (3) set up a "Court of the Union" with power to override decisions of the Supreme Court. Dr. Nathan Hare of Howard University's Sociology Department discussed "The Black Muslim Movement and the Forces behind It."

Both talks will be summarized in the next issue of the Civil Liberties Bulletin.

Current Material : The office will send out on request its remaining copies of literature distributed at the meeting:

1) States' Votes Quietly Push Court Curbs -- by Robert L. Riggs, this article from the Courier-Journal was the first comprehensive study of the amendments he discussed at the meeting, of the forces working for them and of their progress in state legislatures. Reprinted by the American Civil Liberties Union.

2) Growing Opposition Slows State Rights Amendments -- by Anthony Lewis, on the growing public awareness of the proposed amendments and its effects; reprinted from the New York Times by the Institute of Human Relations.

3) The American Civil Liberties Union's analysis of the amendments and their possible effects on civil liberties and the American system of government.

4) The School Prayer Controversy: Why Jews Take Sides -- by Philip Jacobson; an analysis of the basic reasons why the majority of the Jewish community in the United States supports the separation of church and state, published in the April, 1963, issue of the National Council of Jewish Women's Council Woman.

5) Creeds and the Class Room -- from the National Community Relations Advisory Council, a discussion paper outlining in question-and-answer form the views of the NCRAC and the Joint Advisory Committee of the Synagogue Council of America on the issues raised by the Supreme Court's "Regents Prayer" decision and the principles it embodies.

6) Church, State and the Public Schools -- a "citizen's Handbook" of historical data, statements by leading Americans, and excerpts from major court decisions affecting religious freedom and education; from the American Jewish Committee's Institute of Human Relations.

7) Censorship and Complacency in Education -- in its Council Platform for May, 1963, the National Council of Jewish Women presents this discussion of current national trends toward conformity and their reflection in censorship within the public schools and restrictions on free debate and discussion in institutions of higher education. Contains suggested reference reading and questions to serve as a discussion basis.

8) The Churches and Race Relations -- from the National Council of Churches' Interracial News Service for January-February 1963, an article by Dr. Alfred S. Kramer of the Council's Department of Racial and Cultural Relations, on the Protestant churches' current responses and responsibilities in the area of social justice and equality.

9) Freedom of Residence -- in its monthly publication, Social Action, the Council for Christian Social Action of the United Church of Christ presents a brief history of segregation in housing over the past 30 years, outlines federal, state and community activities currently under way, presents illustrative case histories, and includes a listing of inter-group relations agencies and a review of recent books and pamphlets on race relations.

10) More Room at the Top: Company Experiences in Employing Negroes in Professional and Management Jobs -- the March, 1963, issue of the American Management Association's Management Review. Study by Caroline Bird, made available by the National Conference of Christians and Jews.

September 24, 1963

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Miss Baldinger:

Please, at your earliest convenience, send us a copy of What the President's Civil Rights Bill Contains. This is an analysis of the bill's provisions by Joseph L. Rauh and J. Francis Pohlhaus, and was used for discussion in your July 10th meeting.

If there is a charge for this service, please let us know.

We appreciate your attention in this matter.

Sincerely yours,

Staige D. Blackford
Research Director

SDB:nm

CHANGE OF DATE -- PLEASE NOTE : We have found it necessary to change the date of the October Clearing House meeting to THURSDAY, OCTOBER 17. It will be held in the Washington Post's Community Room, from 2 to 4 o'clock. Speakers will be Edward P. Morgan, the noted news analyst, and William B. Welsh, administrative assistant to Senator Philip A. Hart. Please note this now.

SB ✓
MJ file

Minutes

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

July 10, 1963

Rec'd 9/12/63

Attendance : The National Civil Liberties Clearing House met at the Washington Post's Community Room on Wednesday, July 10, 1963, with the following attendance: Roy H. Millenson, American Jewish Committee, chairman; Betty Douglas, Louise Harned, Mrs. H. Rosenblum, Caroline Wood, Martha Mills, League of Women Voters, U. S.; Betty Bailey, Jewish War Veterans; Dr. C. E. Carlson and W. Barry Garrett, Baptist Joint Committee on Public Affairs; Rudolph Danstedt, National Association of Social Workers; Peggy Roach, National Council of Catholic Women; Hope Marindin, American Book Publishers Council; Dr. Helena Bailie, Howard University; Canon Bayard Clark, National Council, Protestant Episcopal Church; Rabbi Richard G. Hirsch, Union of American Hebrew Congregations; Ashby G. Smith, National Alliance of Postal Employees; Julia Thompson, American Nurses Association Olya Margolin, National Council of Jewish Women; Betsy Levin, Washington Chapter, ADA; Denise Tourover, Hadassah; Rosaline Fisher, D.C. League of Women Voters; Dr. H. B. Sissel Helen Lineweaver, Mrs. Fred J. Church, United Presbyterian Church, U.S.A.; Kenneth Clark, Motion Picture Association of America.

Virginia Kinnaird and Neoma Stout, National Education Association; Merlin A. Myers, American Friends Service Committee, Washington Housing Program; James A. Hamilton, Will D. Campbell, Dean M. Kelley, George R. LaNoue, National Council of Churches; Robert Perlsweig, Cincinnati Jewish Community Relations Council; Caroline Ramsay, Women's International League for Peace and Freedom; Harold C. Fleming, Potomac Institute; Frederick Routh and Jane Leeds, National Association of Intergroup Relations Officials; Sidney A. Wexler, H.H.F.A.; J. Harold Sherk, National Service Board for Religious Objectors; Moe Hoffman, National Jewish Welfare Board; Stephen Angel, Denise O'Connor and R. W. Taylor. Friends Committee on National Legislation; Robert E. Jones, Unitarian Fellowship for Social Justice; Vance Opperman, Americans for Democratic Action; Mrs. John Bayley Jones, United Church Women and Methodist Church-Women's Division; Josephine H. Kyles, A. M. E. Zion Church and Washington Council of Churches; Jack Sheehan, United Steelworkers of America; Winston H. Taylor, Methodist Information; Lawrence Speiser, American Civil Liberties Union; Leonard P. Aries, National Conference of Christians and Jews; Herman Edelsberg, Anti-Defamation League of B'nai B'rith; Olinda Roettger, Lutheran Church-Missouri Synod; J. Arnold Feldman, American Veterans Committee; Daniel S. Bedell, United Automobile Workers of America; Evelyn Idelson, Myrtle K. Grays; Mary Alice Baldinger for the office.

Next Meeting : Unless developments indicate the need for a special session, the Clearing House will not meet in August or September. The next regular monthly meeting will be held on Wednesday, October 16.

Program : William L. Taylor, Assistant Staff Director of the U.S.Commission on Civil Rights, discussed Civil Rights and the President's Program; Larry Speiser of the American Civil Liberties Union reported briefly on legislation to expand the scope of the Sedition Act; and Dr. H. B. Sissel, Secretary for National Affairs of the United Presbyterian Church, U. S. A., spoke on The Supreme Court's School Prayer Decision -- and After. Their talks will be summarized in a forthcoming Civil Liberties Bulletin.

Current Material : The office will send out on request its remaining copies of current literature distributed at the meeting :

Letter from Birmingham Jail -- The Rev. Martin Luther King's reply to criticisms of the Birmingham demonstrations voiced by eight white Southern religious leaders; printed by the American Friends Service Committee and made available by its Washington Housing Program.

Have [illegible]

What the President's Civil Rights Bill Contains -- an analysis of the bill's provisions by Joseph L. Rauh and J. Francis Pohlhaus; from ADA.

The Disunity Amendments -- Tear sheets from the International Association of Machinists' Machinist with an analysis of the three proposed "confederacy" amendments to the Constitution and a chart indicating state legislative action on them to date.

The "Quiet" Integration in the Suburbs -- From the National Council of Jewish Women's June, 1963 Council Woman, an article by Margaret Fisher, associate director of the National Committee against Discrimination in Housing, on the nation-wide development of community committees for equal opportunity in housing.

Current Anti-Semitic Activities Abroad -- From the Institute on Human Relations of the American Jewish Committee, a 34-page pamphlet on the nature, background and growth of anti-Semitic activities and organizations in Western Europe, the Soviet Union, and Latin America.

-- Roy H. Millenson
Chairman

Mary Alice Baldinger
Executive Director

PA ✓ VJ ✓ PW ✓ SB ✓ MJ

Minutes October 17, 1963

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Thursday, October 17, at the Washington Post's Community Room, with the following attendance : Edward F. Snyder, Friends Committee on National Legislation, presiding in the absence of the chairman; Julia Thompson and Norma Gordon, American Nurses Association; Ashby G. Smith, National Alliance of Postal Employees, and Mrs. Smith; Michael J. Beard, Methodist Board of Christian Social Concern; Helen Lineweaver, United Presbyterian Church, U.S.A.; Esther Cole Franklin and Mrs. Wilbur L. Morse, Y.W.C.A., National Board; Emily Reed, D.C. Public Library; Ruth Early, Church of the Brethren; Eunice Wood, National Council of Negro Women; Anne Foss, American Jewish Congress; Denise Tourover, Hadassah; Elizabeth Farquhar and Charlotte A. Hankins, Women's International League for Peace and Freedom; Andrew Pettis, Shipbuilder's Union, AFL-CIO; Frank Pohlhaus, N.A.A.C.P.; Rudolph Danstedt, National Association of Social Workers; Alan Barth; Dr. Edwin Davis, Virginia Kinnaird, Neoma Stout, Lucile Ellison, William H. McLin, National Education Association; Florence Swift, Industrial Union Department, AFL-CIO; Ben Albert, Kenneth Meiklejohn, Mark Roberts, AFL-CIO; Kenneth Clark, Motion Picture Association of America.

Martha Mills and Louise Harned, League of Women Voters; Robert Frase, American Book Publishers Council; Canon Bayard Clark, Episcopal Church, National Council; A. Burns Chalmers, American Friends Service Committee; Daniel Safran and James Harvey, A.F.S.C. Metropolitan Washington Housing Program; Arthur Levin, Potomac Institute; Paul Rilling and Ruth Bates, Commissioners Council on Human Rights; Ron W. Irion, American Federation of State, County and Municipal Employes, AFL-CIO; Olinda Roettger, Lutheran Church - Missouri Synod; Theodor Schuchat, A.A.H.A.; Moe Hoffman, National Jewish Welfare Board; Felix Putterman, Jewish War Veterans; J. Arnold Feldman, American Veterans Committee; Robert Stein, American Ethical Union; Margaret McCane, United Church Women; Mrs. John Bayley Jones, Methodist Church, Women's Division, and United Church Women; Denise O'Connor, Friends Committee on National Legislation; J. Harold Sherk, National Service Board for Religious Objectors; Louis Stitt, National Consumers League; Florence Schott, American Association for the United Nations; Dr. Edwin H. Redman, American Humanist Association; Cernoria Johnson, National Urban League; Olya Margolin, National Council of Jewish Women; Myrtle K. Grays; Angela Higgans; Dr. Lewis I. Maddocks, United Church of Christ; Gordon Quinby, Diana Briscoe, Karen Baer, Dewey Watson, Pam Woodstra, Ralph Moore, Robert Hertig, Henry Tani, Scott Libby, Jay Ricketts, observers from the United Church of Christ Youth Forum Board; Mary Alice Baldinger for the office.

Next Meeting : For the next few months the Clearing House will meet on the first Thursdays of the month in order not to conflict with the weekly Wednesday meetings of the Leadership Conference on Civil Rights. Next Clearing House meeting will be Thursday afternoon, November 7, from 2 to 4 p.m. at the Community Room.

Election of Officers for 1963-1964 : Frank Pohlhaus of the National Association for the Advancement of Colored People reported for the Nominating Committee that no additional nominations had been offered to the Committee's slate, which was presented at the June meeting of the Clearing House and circulated to associated organizations with its minutes. A motion by Mr. Pohlhaus, seconded by Moe Hoffman of the National Jewish Welfare Board, that the Committee's slate be approved, was unanimously adopted.

Clearing House officers for 1963-1964 thus elected are:

Chairman : Harold C. Fleming, Potomac Institute

Vice chairmen
Civil Liberties : J. Arnold Feldman, American Veterans Committee
Civil rights : Clarence Mitchell, National Association for the Advancement of Colored People
Human rights : Olinda M. Roettger, Lutheran Church - Missouri Synod
Intellectual Freedom : Dr. H. B. Sissel, United Presbyterian Church, U.S.A.

Secretary : Edward F. Snyder, Friends Committee on National Legislation
Treasurer : Jacob Clayman, Industrial Union Department, AFL-CIO

Administrative Committee :

Daniel S. Bedell, United Automobile Workers of America, AFL-CIO
David A. Brody, Anti-Defamation League of B'nai B'rith
Edward L. Ericson, American Ethical Union
Robert W. Frase, American Book Publishers Council
Rabbi Richard G. Hirsch, Union of American Hebrew Congregations
Cernoria D. Johnson, National Urban League

Program : Edward P. Morgan, whose news comments and analyses on ABC television and radio have won himthe Peabody, Sidney Hillman, DuPont and Headliners awards, discussed current trends in the activities of the ultra-right, with particular emphasis on his observations, as he covered President Kennedy's September trip West, of developments in Idaho, Nevada, Montana, Utah, Wyoming, Texas and Southern California, as well as in the deep South. He also noted, he said, a developing alignment of liberal counter-action, particularly on the part of labor and church groups.

William B. Welsh, administrative assistant to Senator Philip A. Hart, analyzed the current congressional situation and outlook for civil rights legislation, and the additional issues involved in the racial problems of northern urban areas.

Denise Tourover invited interested organizational representatives to attend a session at Hadassah's national convention, to be presented by its American Affairs Committee Monday, October 28, from 1:30 to 3 p.m. at the Sheraton Park, at which Marquis Childs will speak on current issues in the fields of civil rights, religious freedom, immigration, and other civil liberties areas.

Current Materials : The office will send out on request its remaining copies of material distributed at the meeting:

From the American Immigration and Citizenship Conference, a summary and analysis of the President's legislative recommendations for "revision and modernization of our immigration laws."

The Desegregation of Southern Schools -- A Psychiatric Study. Dr. Robert Coles, noted child psychologist, reports his findings in two years of research on the effects of the tensions surrounding school desegregation on children in the South, colored and white. From the Southern Regional Council.

The Civil Rights Story -- A Year's Review. Written by Theodore L. Leskes and reprinted from the American Jewish Year Book for 1963, this annual pamphlet presents a record of civil rights events and developments from October, 1961, through September, 1962, including the activities of the Federal executive, judicial and legislative branches, from the American Jewish Committee.

Minutes PAV VJV SBV MS file November 7, 1963

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Thursday afternoon, November 7, 1963, at the Washington Post's Community Room, with the following attendance: Harold Fleming, Potomac Institute, chairman; Olinda M. Roettger, Lutheran Church - Missouri Synod; Frances Neely, Richard Taylor, Denise O'Connor, G. Jansson, Friends Committee on National Legislation; Flex Putterman, Jewish War Veterans; Edward Ericson, American Ethical Union; Roy H. Millenson, American Jewish Committee; Larry Speiser, American Civil Liberties Union; Caroline Ramsay, Women's International League for Peace and Freedom; Louise Harned and Betty Douglas, League of Women Voters; Ashby G. Smith, National Alliance of Postal Employees, and Mrs. Smith; Emily Reed, D. C. Public Library; Germaine Krettek and Helen Steinbarger, American Library Association; Helen Berthelot, Communications Workers of America, AFL-CIO; J. Harold Sherk, National Service Board for Religious Objectors; Robert E. Jones, Unitarian-Universalists; Betty Lilly, President's Committee on Equal Employment Opportunity; J. Francis Pohlhaus, N.A.A.C.P.

William Taylor, U.S. Commission on Civil Rights; Dr. H. B. Sissel and Helen Lineweaver, United Presbyterian Church, Office of Church and Society; Canon Bayard Clark, National Council, Protestant Episcopal Church; Herman Edelsberg and David Brody, Anti-Defamation League of B'nai B'rith; Moe Hoffman, National Jewish Welfare Board; Alice L. Bell, National Council of Negro Women; Arthur J. Levin, Potomac Institute; Jane Leeds, National Association of Intergroup Relations Officials; Dr. Edward H. Redman, American Humanist Association; Robert W. Frase, American Book Publishers Council; Merlin A. Myers, American Friends Service Committee; Dr. William H. McLin, National Education Association, Federal Relations; John Silard, Americans for Democratic Action; Daniel S. Bedell, United Automobile Workers, AFL-CIO; Samuel Holland, Jewish Labor Committee; Rabbi Richard G. Hirsh, Union of American Hebrew Congregations; Alison Bell, American Association of University Women; J. Arnold Feldman, American Veterans Committee; Penelope Wright, John W. Herring; Mary Alice Baldinger for the office.

Next Meeting : Thursday, December 5, from 2 to 4 p.m. at the Community Room

1964 Conference, March 19 and 20 : The chairman announced that Thursday and Friday, March 19 and 20, have been selected as the dates for the 16th annual National Civil Liberties Clearing House Conference. The meeting will be held at the Internation Inn. Mr. Fleming invited all the organizations associated in the Clearing House to send their suggestions for topics they would like to have the conference take up to the office, or to call Mrs. Baldinger at Dupont 7-6300 with them.

Memento to Mr. Millenson : Roy H. Millenson of the American Jewish Committee was presented with a bronze plaque as a token of the appreciation of the Clearing House for the time, thought and energy he devoted to its interests during his service as the organization's chairman from 1961 - 1963.

Program : Alfred B. Fitt, Deputy Assistant Secretary of Defense for Civil Rights, discussed the Gesell Report and the Defense Department's program and problems in work to complete the elimination of discrimination in the Armed Services. Albert Abrahams, legislative assistant to Senator Clifford P. Case of New Jersey, spoke on "How to Make This a Do-Something Congress," outlining the desirability of revising congressional rules and procedures so that the Senate and House might be more efficiently-functioning agencies.

Current Material : The office will send out on request its remaining copies of literature distributed at the meeting: (A) A Comparative Analysis of the Three Versions of the Civil Rights Bill of 1963 (H. R. 7152) prepared by J. Francis Pohlhaus, counsel of the Washington Bureau, N.A.A.C.P., as a reference outlining the similarities and differences between the Administration bill, the amended version reported by the House Judiciary Subcommittee, and the "compromise" bill approved by the full Judiciary Committee. (B) Family Housing and the Negro Serviceman -- the U. S. Civil Rights Commission's October, 1963, report assessing the progress made by Negro servicement since President Truman ordered an end to segregation in the military services. (C) After the Stroke of the Pen -- The October, 1963, issue of Church and Society, published by the Office of Church and Society of the United Presbyterian Church, U.S.A., discusses the dilemmas that still face the Negro in his search for decent housing, including problems of financing and insurance, as well as church members' reactions and the effects of state and local fair fousing legislation. (D) The Negro as an American -- articles by Vice President Johnson, Housing and Home Finance Administrator Robert C. Weaver, and Joseph C. Lyford and John Cogley of the Center for the Study of Democratic Institutions, publisher of the pamphlet. (E) Our Invisible Poor -- the Sidney Hillman Memorial Foundation's reprint of Dwight Macdonald's New Yorker article on the extent of poverty in our "affluent society."

Please note change of meeting day

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington Post's Community Room

THURSDAY, DECEMBER 5 -- 2 to 4 o'clock

Program: CONGRESSMAN JAMES C. CORMAN of California, member of the House Judiciary Committee, will speak on The Outlook for the Civil Rights Bill Now. The second part of the meeting will be made up of current reports on important civil liberties issues by some of our Clearning House colleagues.

Mary Alice Baldinger
Executive Director

PA ✓
VI ✓
SB
PW
MT - file

Minutes December 5, 1963

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Thursday, December 5, 1963, at the Washington Post's Community Room, with the following attendance : Harold Fleming, Potomac Institute, chairman; Anne Foss, American Jewish Congress; Olinda M. Roettger, Lutheran Church - Missouri Synod; Michael K. Beard, Methodist Board of Christian Social Concern; Ashby G. Smith, National Alliance of Postal Employees; Dr. H. B. Sissel, United Presbyterian Church, U.S.A.; Roy Millenson, American Jewish Committee; Arthur Levin, Potomac Institute; Dr. Leonard P. Aries, National Conference of Christians and Jews; Libby Edelman, B'nai B'rith; Lawrence Speiser, American Civil Liberties Union; Rosaline Fisher, D. C. League of Women Voters; Robert W. Frase and Hope Marindin, American Book Publishers Council; Herman Edelsberg and David A. Brody, Anti-Defamation League of B'nai B'rith; Ron W. Irion, AFSCME, AFL-CIO; Cernoria D. Johnson, Urban League, Washington Bureau; Caroline Ramsay and Charlotte Hankins, Women's International League for Peace and Freedom; Alice L. Bell, National Council of Negro Women and National Board, U.W.C.A.; Jim Johnson, National Urban League.

Sidney Hollander, National Community Relations Advisory Council; Jean Rubin, Family Service Association of America; Betty Lilly, President's Committee on Equal Employment Opportunity; A. Burns Chalmers, American Friends Service Committee; Dr. Lewis I. Maddocks, United Church of Christ; Albert C. Saunders, Washington Office, National Council of Churches; Robert E. Jones, Unitarian Universalist Fellowship for Social Justice; Denise O'Connor, Friends Committee on National Legislation; Louise Harned and Martha Mills, League of Women Voters; Mrs. John Bayley Jones, Methodist Church, Women's Division, and United Church Women; Edward L. Ericson, American Ethical Union; Margaret P. McCane, Women's Fellowship, M.A.C.-U.C.C.; J. Harold Sherk, National Service Board for Religious Objectors; Dr. Edward H. Redman, American Hummanist Association; Peggy Roach, National Council of Catholic Women; Dr. William H. McLin, National Education Association, Federal Relations; Alison Bell, American Association of University Women; Theodore Schuchat, Penelope Wright, Mrs. James C. Corman, Nita Biss; Mary Alice Baldinger for the office.

Next Meeting : Thursday, January 9, 1964, at the Community Room.

Loss of Two Colleagues : The chairman expressed the organization's sadness at the death of two women who had been with Clearing House organizations — Jane Leeds of the National Association of Intergroup Relations Officials; and Helen T. Steinbarger, who had been active in Clearing House affairs both as the representative of the D. C. Public Library, where she was consultant in adult education, and of the American Library Association.

Conference Program Committee : For the 16th annual Clearing House conference, which will be held next March 19 and 20 at the International Inn in Washington, the following program committee has been appointed: Co-chairmen, Jacob Clayman, Industrial Union Department, AFL-CIO, and Dr. H. B. Sissel, United Presbyterian Church, U.S.A.; Arnold Feldman, American Veterans Committee; Thomas E. Harris, AFL-CIO; Rabbi Richard Hirsch, Union of American Hebrew Congregations; Cernoria Johnson, National Urban League; Roy Millenson, American Jewish Committee; Clarence Mitchell, N A A C P; Lawrence Speiser, American Civil Liberties Union. Suggestions for topics to be considered by the conference may be sent to members of the committee, or to the office.

Program : Rep. James C. Corman (D., Calif.) spoke on "The Outlook for the Civil Rights Bill Now." Mr. Corman, a member of the House Judiciary Committee, discussed the bill's history and the legislative, political, moral and social factors that have affected it. He also outlined the parliamentary roadblocks which are still before it.

Herman Edelsberg of the Anti-Defamation League of B'nai B'rith discussed current moves for the revision of U.S. immgration law. Lawrence Speiser of the American Civil Liberties Union spoke on the civil liberties implications of the Dallas police handling of President Kennedy's alleged murderer. He pointed out that, the Dallas law enforcement officials, as they accumulated evidence against Lee Oswald -- his handwriting on the order for the gun, his palm-print upon it, the positive paraffin test, etc. -- released it to the press, radio and television along with statements of their complete satisfaction that Oswald was the assassin, to a degree which, if Oswald had lived to be tried, might have made it impossible for him to receive a fair trial and might have led to an ultimate court reversal of a conviction on the basis of the prejudicial pre-trial publicity.

Current Material : The office will send out on request its remaining copies of material distributed at the meeting : (a) At This Very Late Hour, a Southern Regional Council reprint of a statement by two leading Birmingham business men urging their community to face up to some of the basic facts about itself and its actions; (b) Hotel-Motel Desegregation in Kentucky, a report by the Kentucky Commission on Human Rights and the Social Research Service of the University of Kentucky; and (c) the November, 1963, issue of Memo, published by the National Council of Churches' Washington Office, analyzing some of the issues involved in Protestant attitudes to federal aid to education.

-- Harold Fleming, chairman

-- Mary Alice Baldinger, executive director

December 3, 1963

file

in mms Files

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington 6, D. C.

Dear Mrs. Baldinger:

Seventy-five copies of L-46 was forwarded to you as of yesterday, 'air mail special delivery,' so that you could get them in time for your meeting.

We were happy to be of assistance, and trust you have a most successful meeting.

Sincerely,

Vernon E. Jordan, Jr.
Assistant to the
Executive Director

VEJ:nm

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

VI pls

November 22, 1963.

Mr. Leslie Dunbar,
Director,
Southern Regional Council,
Room 201,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Leslie:

Gw d 12-2-63 M.M

Would it be possible for you to send me ~~75 copies of~~ your "Report L-46" -- the reprint of James A. Head's and Charles Zukoski's letter in the Birmingham News, entitled "At This Very Late Hour", to reach me by Thursday, December 5?

I'd like to distribute them at the Clearing House meeting that day. We're not certain about it yet, but it seems likely that Charles Morgan will be talking to us, and I thought the letter would be a very appropriate carry-home sidebar.

If you can, I'll be very grateful.

Best regards,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

20

January 2, 1964

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C.

file — MMS

Dear Miss Baldinger:

Your letter of December 13 to Les Dunbar is acknowledged.

Please be advised that the Council will continue its subscription at $25 per annum. Our check of $25.00 for the 1964 subscription is enclosed.

We look forward to the continued assistance and cooperation of the Clearing House during this new year.

Sincerely,

Vernon E. Jordan, Jr.
Assistant to the
Executive Director

VEJ/mg

Enclosure

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE N.W. • WASHINGTON 6, D. C. • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

VJ – pls handle
Conference
Lorna

December 13, 1963

Mr. Lewlie W. Dunbar,
Executive Director,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Leslie:

I'm writing to remind you of the Southern Regional Council's annual subscription to the National Civil Liberties Clearing House, which is due this month.

As you know, the Council has been subscribing for a good many years at $25 per annum -- the standard rate set by our Administrative Committee as necessary to cover the costs of maintaining an agency on our mail list.

Standard subscriptions such as this provide a very large part of the Clearing House budget, and are tremendously helpful to the maintenance of our program.

Now that we are tax-exempt for donor-deductibility, however, a number of our similarly-exempt organizations have felt free to increase the amount of their support of the Clearing House work. If the Southern Regional Council were inclined to do so, we'd be most grateful.

However, as I think you're aware, we're already grateful to the SRC for its long-time help and co-operation with the Clearing House -- and to you personally for the friendship and encouragement you've given us, as well as for your still well remembered talk at our conference last March. (The 1964 meeting, incidentally, is set for March 19 and 20. I hope you'll be there.)

With best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

20

PAV
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MJ-file

Minutes file

January 9, 1964

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met in the Washington Post's Community Room on January 9, 1964, with the following attendance: Harold Fleming, Potomac Institute, chairman; Olinda Roettger, Lutheran Church-Missouri Synod; Ann Foss, American Jewish Congress; Olya Margolin, National Council of Jewish Women; Esther Cole Franklin, National Board, Y.W.C.A.; Nettie McKenzie, National Council of Negro Women; Nona Saturday, Baptist Joint Committee on Public Affairs; Ashby G. Smith, National Alliance of Postal Employees; Arthur J. Levin, Potomac Institute; Lily Edelman, B'nai B'rith; Herman Edelsberg and David A. Brody, Anti-Defamation League; Hope Marindin, American Book Publishers Council; James E. Johnson, National Urban League; Daniel Sachs, Citizens for Better Housing; Betty Lilly, President's Committee for Equal Employment Opportunity; Margery Ware, Neighbors, Inc.; Moe Hoffman, National Jewish Welfare Board; Canon Bayard Clark, Episcopal Church, National Council; Edward F. Snyder, Frances Neely, Denise O'Connor, Richard W. Taylor, Friends Committee on National Legislation; Mrs. Leonard P. Aries, National Conference of Christians and Jews; Dr. William P. Fidler and Dr. Bertram H. Davis, American Association of University Professors; Molly Hewitt, League of Women Voters; Boris Shishkin, AFL-CIO.

Julie Barrows, American Civil Liberties Union; Mary Chenoweth, National Capital Area Civil Liberties Union; Rosaline Fisher, D. C. League of Women Voters; Charlotte A. Hankin, Caroline Ramsay, Marie Ingerman, Women's International League for Peace and Freedom; Emily Reed, D. C. Public Library; J. Harold Sherk, National Service Board for Religious Objectors; Grace Jones, United Church Women and Methodist Church, Women's Division; Ruth Mondscheim, B'nai B'rith Women; Robert Stein and Edward L. Ericson, American Ethical Union; Julia Thompson and Norma Gordon, American Nurses Association; Dr. E. W. Davis and Lucile Ellison, National Education Association; Merlin A. Myers, Metropolitan Washington Housing Committee, A.F.S.C.; Burns Chalmers, American Friends Service Committee; also from the A.F.S.C., Ray Hartsough, Los Angeles; Ben Seaver and Cecil Thomas, San Francisco; Bernard S. O'Shea, New England; Charlotte Meacham, Philadelphia; Joy A. Simonson, Washington Home Rule Committee; Robert E. Jones, Unitarian-Universalist Fellowship for Social Justice; A.H. Holland, Jewish Labor Committee; Rev. John Bayley Jones, Mrs. Alice Edgerton, Clarence Fisher, Raoul Kulberg, Penelope Wright; Mary Alice Baldinger for the office.

Next Meeting : Thursday, February 6, at the Community Room.

Conference Notes : Mr. Fleming asked those present to arrange for their organizational news memos or bulletins to note, at an early date, that the National Civil Liberties Clearing House will sponsor its 16th annual civil liberties conference on March 19 and 20 at the International Inn in Washington.

Supreme Court Justice Arthur J. Goldberg will speak at the conference dinner meeting on March 19, he announced. Other conference sessions will concentrate on the civil rights bill, on the question of civil disobedience, and on the civil liberties issues epitomized by the Dallas tragedy and its aftermath.

Voter Registration Information : This year, for the first time, residents of the District of Columbia are eligible to vote in the presidential primaries and election. Mr. Fleming noted that all previous registrations have been cancelled and that everyone who wants to vote must register, either at the District Building, where Room 8 is open Mondays through Fridays from 8:30 a. m. to 6 p. m., or at their precinct offices, which will be open on a week-end schedule, on Fridays from 1 to 9 p. m., and Saturdays from 10 a. m. to 9 p. m., January 31 and February 1; February 29 and 29; and March 6 and 7, 13 and 14, and 20 and 21. To vote in the Democratic and Republican primaries, which will be held on Tuesday, May 5, voters must register by March 21.

Program : Charles Morgan, Jr., the Birmingham, Ala., lawyer and civic leader who shocked the South last September when, in a speech delivered after the Sunday School bombing in which four young girls were killed, he placed the responsibility for the outrage upon the whole white community, spoke on "The Appeasement of Our Time." He discussed the failure of the liberals, moderates and "nice people" of Birmingham to oppose the forces of lawlessness and violence, and the historical, psychological, economic and educational conditions that have led to the city's current crisis. Only a total national effort, he believes, can re-create Birmingham. Mr. Morgan, who has joined the staff of the American Association of University Professors in Washington as associate counsel, has just completed a book, A Long Way Home, to be published this Spring by Harper and Row.

James H. Heller, secretary of the National Capital Area Civil Liberties Union, spoke on "Civil Liberties and Poverty," going into the many ways in which the poor, simply because of their poverty, are deprived of the constitutional rights that more prosperous citizens tend to take for granted -- the right to privacy, the right to freedom of speech and assembly, the right to equal protection of the law. He particularly emphasized welfare practices and procedures in the District of Columbia.

Current Material : The office will send out on request its remaining copies of literature distributed at the meeting :

1) Report on Massachusetts : Housing in Boston. By the Massachusetts Advisory Committee to the U. S. Commission on Civil Rights, this maps the patterns and practices of discrimination in Boston and describes the measures being taken against it by private groups and organizations and by the law through the Massachusetts Fair Housing Act. It also presents recommendations for additional action.

2) The White Christian. The December, 1963, issue of Social Progress, the monthly publication of the Office of Church and Society of the United Presbyterian Church, U.S.A., is entirely devoted to articles by white and Negro religious leaders on the attitudes and the responsibilities of the white churchman on inter-racial relations in today's situations.

3) The People Take the Lead. This is the American Jewish Committee's annual record of progress in civil rights. The 52-page pamphlet covers the ten years from 1954 to 1964 with summations of administrative, court, legislative and voluntary action toward equality on the national, state and community levels.

4) The Vanguard. The publication of the Lutheran Human Relations Association of America, Vol. 10, No. 8, carries several special reports on church and race, with particular emphasis on Birmingham.

5) The American Book Publishers Council's Freedom-to-Read Bulletin for Fall, 1963, presents detailed reports on current developments in the area of censorship in schools, libraries, the courts and legislatures throughout the country.

-- Harold C. Fleming
Chairman

Mary Alice Baldinger
Executive Director

file

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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(American Jewish Committee)
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Counsel
EDGAR B. MAY

Executive Director
MARY ALICE BALDINGER

March 6, 1964

Dear Friend:

A note to remind you -- the 16th annual National Civil Liberties Clearing House Conference, to be held at the International Inn here on Thursday and Friday, March 19 and 20, is less than two weeks away.

Most of the invited organizations have already sent in the names of their representatives, and we anticipate that this will be the largest and most stimulating conference that the Clearing House has ever held.

However, there are a number of groups which we know plan to be represented, but whose registrations have not yet been received.

We are attaching an extra copy of the registration form for the convenience of these agencies, in case the previous one, which was sent out with the conference program last month, may have been mislaid.

If you have already sent in your reservations, please disregard this letter. If you have not, the Clearing House staff will be most grateful if you will fill out the accompanying form and return it as soon as possible.

We look forward to having you with us.

Sincerely yours,

Harold C. Fleming

Harold C. Fleming
Chairman

Mary Alice Baldinger

Mary Alice Baldinger
Executive Director

To: National Civil Liberties Clearing House,
1637 Massachusetts Ave., N. W.,
Washington 6, D. C.

Fred, Yours was sent last fall.

REGISTRATION FOR ORGANIZATIONAL REPRESENTATIVES

From: Organization _____

Address _____

The following will attend the 16th annual National Civil Liberties Clearing House Conference at the International Inn, Washington, D. C., on March 19 and 20, 1964. *Check covering the registration fee of $6.00 per person, plus cost of meals checked below for each, is enclosed.*

NAME	ADDRESS	REGISTRATION $6	DINNER MARCH 19 $7	LUNCHEON MARCH 20 $5	SPECIAL RATE – $16.50*

REGISTRATION FOR INDIVIDUAL ATTENDANCE

My check for registration and the meals checked below is enclosed.

PLEASE MAKE CHECKS PAYABLE TO THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

Your early registration and advance payment will be most helpful.
Each registrant's tickets will be held in his name at the conference registration desks.

SCHEDULE OF CONFERENCE CHARGES

Payment of $6.00 registration fee for each representative, and payments for dinner and luncheon reservations, must be made in advance. Cost of meals includes gratuity.

Dinner $7.00

Luncheon 5.00

Registration 6.00

Single-session registration (without meal)..... $2.00

SPECIAL RATE for entire conference, covering all items above $16.50*

Organizations planning to be represented should make their own hotel reservations as early as possible.

LWDV

To: National Civil Liberties Clearing House,
1637 Massachusetts Ave., N. W.,
Washington 6, D. C.

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N.E.L.C.H.

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Payment of $6.00 registration fee for each representative, and payments for dinner and luncheon reservations, must be made in advance. Cost of meals includes gratuity.

Dinner	$7.00
Luncheon	5.00
Registration	6.00
SPECIAL RATE for entire conference, covering all items above	$16.50*

Single-session registration (without meal) $2.00

ch Mailed 3/6/64

Organizations planning to be represented should make their own hotel reservations as early as possible.

File
Nat'l. Civil Liberties
Clearing House

February 27, 1964

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Mrs. Baldinger:

Pursuant to your letter inviting the Council to bring its publications to the attention of persons attending the 16th Annual National Civil Liberties Clearing House Conference, we are forwarding to you, under separate cover, seventy-five copies each of the Morland, Henderson, and Coles pamphlets.

We appreciate this opportunity to share these materials with the Clearing House Conference.

Sincerely yours,

Vernon E. Jordan, Jr.
Assistant to the
Executive Director

VEJ:nm

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

Mr. Leslie W. Dunbar
Southern Regional Council
Room 201, 5 Forsyth Street, N. W.
Atlanta 3, Georgia

VJ
pls handle

Dear Mr. Dunbar:

The Literature Committee for the 16th Annual National Civil Liberties Clearing House Conference, to be held here March 19 and 20, invites your organization to bring its publications to the attention of the conferees.

The Committee is arranging for the distribution of literature related to the areas of Clearing House concern -- civil rights, civil liberties, intellectual freedom and human rights. We are especially interested in material on work towards equality in employment, housing, voting, education and public accommodations; intergroup relations, freedom of thought, speech, belief and association; academic freedom; the administration of justice; and studies of the effects of extremist groups on individual liberties.

If you wish to accept this opportunity, we ask you to send us between 50 and 100 copies each of not more than three pieces of cost-free literature which you consider timely and related to the areas described above. Please send only substantive material, as most of those attending the conference are familiar with the organizational field, so promotional brochures are often wasted.

We do not have facilities for posters or displays, and we cannot undertake responsibility for material for which a charge must be collected.

Your litrature should be mailed so as to assure delivery on or before Monday, March 16, to:

National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D.C. 20006

We will welcome your cooperation, and we are glad to be of service in bringing your materials to the attention of the wide inter-organizational audience which the conference offers.

Sincerely yours,

Edwin W. Davis

Dr. Edwin W. Davis, National Education Assn.
Chairman, Conference Literature Committee

Mary Alice Baldinger

Mary Alice Baldinger, Executive Director

20

February 20, 1964

Southern Re[illegible]
ROOM 432, 63 AUBURN AVENUE, N.E. [illegible]ANTA 3, GEORGIA

GEORGE S. MITCHELL,
EXECUTIVE DIRECTOR

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

INTEROFFICE MEMO

Date February 27, 1964

To: BCC From: VEJ:nm

Subject: Mailing of Publications

Bernice, please mail by "Special Handling" 75 copies each of the following pamphlets, Morland, Coles, and Henderson's -- at your earliest convenience.

Please let me know when they are mailed. Thanks

TO Mrs. MARY Alice Baldinger
WASH, DC.

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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•

Executive Director
MARY ALICE BALDINGER

February 20, 1964

Dear Friend:

The National Civil Liberties Clearing House cordially invites you to attend its 16th annual conference on civil liberties and civil rights, Thursday and Friday, March 19 and 20, at the International Inn in Washington.

The conference program will focus on some of today's most pressing questions in the fields of individual rights and freedoms. The civil rights bill -- and what the Nation needs beyond legislation -- heads the agenda. Supreme Court Justice Arthur J. Goldberg will address the March 19 dinner meeting, on Liberty and Equality under the Constitution.

Other sessions will offer an appraisal of direct action and the varied strategies of the protest movement, and a discussion of the controversial constitutional problems that were highlighted in the dreadful time of President Kennedy's assassination, including the troublesome conflicts between freedom of the press and the right to a fair trial.

Meetings will be plenary throughout in order to afford a maximum amount of participation in the floor discussion which is a major feature of every conference session.

Your program and registration form are enclosed. If you will call or write the Clearing House office, we will be glad to provide you with additional copies of both for your colleagues and friends.

The Clearing House conferences are the only continuing meetings held in Washington, on the national level, that annually focus inter-organizational discussion exclusively on the state of our civil liberties and rights. At 1963's meeting over 140 agencies were represented, and we expect even more to attend this year. We hope that you will participate in this one; we look forward to welcoming you and to having the benefit of your own and your organization's views in our consideration of these issues that are so vitally important to our country and us all.

Sincerely yours,

Harold C. Fleming

Harold C. Fleming, Chairman

Mary Alice Baldinger

Mary Alice Baldinger, Executive Director

P.S. Will you please fill out and return the attached registration form at your earliest convenience?

20

To: National Civil Liberties Clearing House,
1637 Massachusetts Ave., N. W.,
Washington 6, D. C.

REGISTRATION FOR ORGANIZATIONAL REPRESENTATIVES

From: Organization _____

Address _____

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Luncheon 5.00

Registration 6.00

Single-session registration (without meal) $2.00

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Organizations planning to be represented should make their own hotel reservations as early as possible.

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

invites you to attend its

16th

Annual Conference

MARCH 19 and 20, 1964
INTERNATIONAL INN
WASHINGTON, D. C.

PROGRAM

The Colonial Room

Thursday, March 19

1:00 p.m. *Registration desk opens*

2:00 p.m. Call to Order.....HAROLD C. FLEMING,
Chairman, National Civil Liberties Clearing House;
Executive Vice President, The Potomac Institute

THE CIVIL RIGHTS BILL—AND BEYOND

Chairman.....JACOB CLAYMAN, *Administrative Director,*
Industrial Union Department, AFL-CIO

CLARENCE MITCHELL,
Director, Washington Bureau,
National Association for the Advancement of Colored People

DANIEL PATRICK MOYNIHAN,
Assistant Secretary of Labor

SENATOR JACOB K. JAVITS

Conference Discussion

6:30 p.m. *Registration desk opens*

6:15–6:50 p.m. RECEPTION *(Dutch Treat)* DIPLOMAT ROOM

7:00 p.m. Dinner Meeting.....MR. FLEMING, *presiding*

Introduction.....THOMAS E. HARRIS,
Associate General Counsel, AFL-CIO

LIBERTY AND EQUALITY UNDER THE CONSTITUTION

THE HON. ARTHUR J. GOLDBERG
Associate Justice,
United States Supreme Court

Friday, March 20

9:00 a.m. *Registration desk opens*

9:30 a.m.

THE LESSONS OF DALLAS—
THREATS TO FAIR TRIAL AND FREE PRESS

Chairman.....DR. H. B. SISSEL,
Secretary for National Affairs, Office of Church and Society,
United Presbyterian Church, U. S. A.

MELVIN L. WULF,
Legal Director,
American Civil Liberties Union

WILLIAM B. MONROE, JR.,
Director of News, NBC, Washington
Past President, Radio and Television News Directors Association

A. KENNETH PYE,
Associate Dean,
Georgetown University Law Center

Conference Discussion

12:30 p.m. Luncheon Meeting.....MR. FLEMING, *presiding*

DIRECT ACTION: AN APPRAISAL OF
THE STRATEGIES OF PROTEST

Chairman.....JOSEPH L. RAUH, JR.,
General Counsel, United Automobile Workers, AFL-CIO;
Vice Chairman, Americans for Democratic Action

DR. HERMAN H. LONG,
President,
Talladega College, Ala.

JAMES FORMAN,
Executive Secretary,
Student Nonviolent Coordinating Committee

WILLIAM L. TAYLOR,
General Counsel,
U. S. Commission on Civil Rights

Conference Discussion

4:30 p.m. Adjournment

The National Civil Liberties Clearing House

Officers

Chairman
HAROLD C. FLEMING
(The Potomac Institute)

•

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(American Veterans Committee)
CIVIL RIGHTS
CLARENCE MITCHELL
(National Association for the Advancement of Colored People)
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Counsel
EDGAR B. MAY

Committees for the Conference

CO-CHAIRMEN FOR THE CONFERENCE—
Jacob Clayman *and* Dr. H. B. Sissel

ARRANGEMENTS.....Olinda M. Roettger, *chairman;* Martha Aries, Rosaline Fisher, Florence Schott

ATTENDANCE.....Russell L. Bradley, *chairman;* Bernice Brigham, Helen Lineweaver, Olya Margolin, J. Francis Pohlhaus, Frederick B. Routh, John J. Sheehan

CONFERENCE REPORT.....Theodor Schuchat, *chairman;* David Cohen, Dr. Lewis I. Maddocks, Felix M. Putterman, Edward F. Snyder

HOSPITALITY.....Betty Shapiro *and* Julia C. Thompson, *co-chairmen;* Julie Barrows, Alison Bell, Anne Foss, Louise Harned, Grace Jones, Virginia Kinnaird, Germaine Krettek, Margaret McCane, Frances Neely, Nona Saturday, Ruth A. Sykes, Denise Tourover

LITERATURE.....Dr. Edwin W. Davis, *chairman;* Walter G. Davis, Betty Douglas, Merlin A. Myers, Jane O'Grady, Emily Reed, Peggy Roach, Richard W. Taylor

PRESS.....Page Wilson, *chairman;* Arnold Feldman, Norma Gordon, Margaret Price, Bea Raskin, Penelope Wright

PROGRAM.....Mr. Clayman *and* Dr. Sissel; Arnold Feldman, Thomas E. Harris, Rabbi Richard G. Hirsch, Cernoria Johnson, Roy H. Millenson, Clarence Mitchell, Lawrence Speiser

REGISTRATION AND INFORMATION—
Dorothy Mann, *chairman;* Paula Altman, Valre Davis, Charlotte Friedman, Denise O'Connor, Edna Strauss, Olga Tabaka

---

EXECUTIVE DIRECTOR.....Mary Alice Baldinger

(Flowers by courtesy of FLOWERS, Inc.)

AGENCIES registered as sending representatives or observers to the National Civil Liberties Clearing House Conference in 1963 included:

Alabama Council on Human Relations
Alpha Kappa Alpha
American Association for the United Nations
American Association of University Professors
American Bakery & Confectionery Workers, AFL-CIO
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Ethical Union
AFL-CIO
American Federation of State, County and Municipal Employees, AFL-CIO
American Federation of Teachers, AFL-CIO
American Friends Service Committee
American Humanist Association
American Israel Public Affairs Committee
American Jewish Committee
American Jewish Congress
American Library Association
American Lutheran Church
American Newspaper Guild, AFL-CIO
American Nurses Association
American Veterans Committee
A. M. E. Zion Church
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Archdiocese of Washington
Augustinian College
B'nai B'rith Women
British Embassy
Catholic Interracial Council
Central Conference of American Rabbis
Christian Science Committee on Publications
Church of the Brethren, Service Committee
Committee for a National Trade Policy, Inc.
Co-ordinating Committee for a National Service Program
Council of Churches, National Capital Area
Democratic National Committee
District of Columbia:
Commissioners' Council on Human Relations
Department of Corrections
Office of Urban Renewal
Public Library
Public Schools
Teachers College
D. C. Federation of Civic Associations
Embassy of Germany
Embassy of Israel
Embassy of the Netherlands
Friends Committee on Race Relations
Friends Committee on National Legislation
Georgetown University
Governmental Affairs Institute
Greater Washington Central Labor Council
Group Research, Inc.
Hadassah
Howard University
Industrial Union Department, AFL-CIO
International Chemical Workers, AFL-CIO
International Hod Carriers, Building and Common Laborers, AFL-CIO
International Ladies Garment Workers Union, AFL-CIO
International Labor Office
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Japanese American Citizens League
Jewish Community Council of Greater Washington
Jewish War Veterans of the U. S. A.
Lauback Literacy Fund, Inc.
League of Women Voters, U. S.
Lutheran Church in America
Lutheran Church—Missouri Synod
Methodist Church, Women's Division
Michigan Attorney General's Office
Michigan Fair Employment Practices Committee
Montgomery County Human Relations Commission
Motion Picture Association of America
National Alliance of Postal Empoyees
National Assembly on Teaching the Principles of the Bill of Rights
National Association for the Advancement of Colored People
National Association of Colored Women's Clubs
National Association of Deans of Women
National Association of Home Builders
National Association of Intergroup Relations Officials
National Association of Social Workers
National Catholic Conference for Interracial Justice
National Catholic Educational Association
National Community Relations Advisory Council
National Conference of Christians and Jews
National Conference on Religion and Race
National Consumers League
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Council of Teachers of English
National Education Association
National Farmers Union
National Federation of Catholic College Students
National Jewish Welfare Board
National Luthern Council
National Maritime Union of America, AFL-CIO
National Sharecroppers Fund
National Urban League
Neighbors, Inc.
New York State Commission for Human Rights
Potomac Institute
Presbytery of Washington City
President's Committee on Equal Employment Opportunity
Protestant Episcopal Church, National Council
Religion and Labor Council of America
St. Joseph's Society
Senate Subcommittee on Constitutional Rights
Seventh Day Adventists, General Conference
Southern Regional Council
Textile Workers Union of America, AFL-CIO
Tuskegee Institute
Union of American Hebrew Congregations
Unitarian Fellowship for Social Justice
Unitarian-Universalist Association
Unitarian-Universalist Women's Federation
United Automobile Workers of America, AFL-CIO
United Christian Missionary Society
United Church of Christ
United Church Women
United Presbyterian Church, U. S. A.
U. S. Commission on Civil Rights
U. S. Department of Commerce
U. S. Department of Defense
U. S. Department of Health, Education and Welfare
U. S. Department of Justice
U. S. Department of State
U. S. Housing and Home Finance Agency
U. S. Office of Education
U. S. Urban Renewal Administration
U. S. National Student Association
United Steelworkers of America, AFL-CIO
Virginia Council on Human Relations
Virginia State Conference, NAACP Branches
Washington Planning & Housing Association
Women's International League for Peace and Freedom
Y. W. C. A., National Council

The National Civil Liberties Clearing House

. . . is a voluntary association of national organizations for the promotion of knowledge, the development of understanding and the dissemination of factual information and educational materials in the fields of civil liberties, civil rights, intellectual freedom and human rights.

. . . is limited both in its continuing program and its annual Conferences to the promotion of education and information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its annual Conferences and monthly meetings to bring together representatives of its associated groups and other invited agencies for free, full and informed discussion and analysis of current issues in its fields, and for consideration of ways to help strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

1637 Massachusetts Ave., N.W. Washington 6, D.C. Dupont 7-6300

PLEASE RESERVE: Single ..... Twin .....

$15.00 for singles $19.00 for twins

ARRIVAL ON ..... TIME .....

DEPARTURE .....

I will be attending the National Civil Liberties Clearing House meeting on March 19 - 21, 1964

Please Print

NAME: .....

ADDRESS: .....

CITY & STATE: .....

File: Nat'l Civil Liberties Clearing House

PROGRAM

The Colonial Room

Thursday, March 19

1:00 p.m. *Registration desk opens*

2:00 p.m. Call to Order.....HAROLD C. FLEMING,
Chairman, National Civil Liberties Clearing House;
Executive Vice President, The Potomac Institute

THE CIVIL RIGHTS BILL—AND BEYOND

Chairman.....JACOB CLAYMAN, *Administrative Director,*
Industrial Union Department, AFL-CIO

CLARENCE MITCHELL,
Director, Washington Bureau,
National Association for the Advancement of Colored People

DANIEL PATRICK MOYNIHAN,
Assistant Secretary of Labor

SENATOR JACOB K. JAVITS

Conference Discussion

6:30 p.m. *Registration desk opens*

6:15–6:50 p.m. RECEPTION *(Dutch Treat)* DIPLOMAT ROOM

7:00 p.m. Dinner Meeting.....MR. FLEMING, *presiding*

Introduction.....THOMAS E. HARRIS,
Associate General Counsel, AFL-CIO

LIBERTY AND EQUALITY UNDER THE CONSTITUTION

THE HON. ARTHUR J. GOLDBERG
Associate Justice,
United States Supreme Court

National Civil Liberties Clearing House — file

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JOSEPH L. RAUH, JR.

Executive Director
MARY ALICE BALDINGER

March 9, 1964

Mr. Leslie W. Dunbar
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear ~~Mr. Dunbar:~~ Les —

This is to acknowledge and to thank you for your registration for the National Civil Liberties Clearing House Conference at the International Inn in Washington, March 19 and 20.

Your reservations have been noted, and your tickets will be on file for you at the conference registration desk.

Looking forward to having you with us, I am,

Sincerely yours,

Mary Alice

Mary Alice Baldinger
Executive Director

It's great that you're coming up.

20

Dear Lee -

If you want a reservation, this may come in handy.

Mary Alice

PLEASE RESERVE: Single ..... Twin .....

$15.00 for singles $19.00 for twins

ARRIVAL ON ..... TIME .....

DEPARTURE .....

I will be attending the National Civil Liberties Clearing House meeting on March 19 - 21, 1964

Please Print

NAME: .....

ADDRESS: .....

CITY & STATE: .....

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington Post's Community Room

Thursday, June 4 -- 2 to 4 o'clock

Program: Reaping the Whirlwind -- the Coming Summer in Mississippi will be discussed by JOHN McKEE PRATT, counsel for the National Council of Churches' Commission on Religion and Race, who is on assignment to the Mississippi Summer Project; and JOHN G. STEWART, Legislative Assistant to Senator Hubert H. Humphrey, will speak on The Current Status of the Civil Rights Bill. Also, the Nominating Committee will present its proposed slate of officers for 1964-65.

Mary Alice Baldinger
Executive Director

file

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST's Community Room

THURSDAY, MAY 7 ------ 2 to 4 o'clock

Program: The School Prayer (Becker) Constitutional Amendment will be discussed by LARRY SPEISER, Washington director, American Civil Liberties Union, and PHILIP JACOBSON, secretary, Joint Advisory Committee of the Synagogue Council of America and NCRAC. HERMAN EDELSBERG, Washington director, Anti-Defamation League of B'nai B'rith, will give a Civil Rights Round-up; and Dr. VIRGIL E. LOWDER, director of the Council of Churches of Greater Washington, will comment on The Christian Anti-Communism Crusade Comes to Washington.

Mary Alice Baldinger
Executive Director

Minutes

June 4, 1964

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Thursday, June 4, 1964, at the Washington Post's Community Room with the following attendance: Harold Fleming, Potomac Institute, presiding; Canon Bayard Clark, Episcopal Church, National Council; Robert Jones, Unitarian-Universalist Fellowship for Social Justice; Frances Neely, Friends Committee on National Legislation; Anita B. Blake, United Church Women, D. C.; Gloria Riordan and Dennis McDowell, International Union of Electrical Workers, AFL-CIO; Diane Balough, National Council of Catholic Women; Ashby G. Smith, Mrs. Melba Smith and Ernest F. Hayon, National Alliance of Postal Employees; Anne Foss, American Jewish Congress; Olya Margolin, National Council of Jewish Women; James A. Hamilton, National Council of Churches; Dr. Lewis I. Maddocks, United Church of Christ; Jane O'Grady, Amalgamated Clothing Workers, AFL-CIO; Betty Bailey, Jewish War Veterans; Yvonne Price, National Women's Committee for Civil Rights; Louise Harned, League of Women Voters; Daniel S. Bedell, United Auto Workers, AFL-CIO; Merlin A. Myers and Daniel Safran, American Friends Service Committee; Kenneth Clark, Motion Picture Association of America; Herman Edelsberg and David A. Brody, Anti-Defamation League of B'nai B'rith; Dr. William H. McLin and Dr. Edwin W. Davis, National Education Association; Lawrence Speiser, American Civil Liberties Union.

Alison Bell and Margaret Nelson, American Association of University Women; Rev. Truman W. Christian, United Christian Missionary Society; Jack Beidler and W. E. Pollard, AFL-CIO; Moe Hoffman, National Jewish Welfare Board; Dr. Leonard Aries, National Conference of Christians and Jews; Rosaline Fisher, D. C. League of Women Voters; Dr. Edward H. Redman, American Humanist Association; Florence Schott, American Association for the United Nations; Ron A. Irion, AFSCME, AFL-CIO; John H. Eberly, Church of the Brethren; Roy H. Millenson, American Jewish Committee; Ben Neufeld, National Council on Agricultural Life and Labor; Arthur Kiesz, Seventh Day Adventists; Edward L. Ericson, American Ethical Union; J. Harold Sherk, National Service Board for Religious Objectors; J. Arnold Feldman, American Veterans Committee; Charles Morgan, Jr., American Association of University Professors; Gene Solon, Leadership Conference on Civil Rights; Rabbi Richard Hirsch, Union of American Hebrew Congregations; John T. Kenna, National Catholic Welfare Conference; Robert W. Frase, American Book Publishers Council; Emily Reed, D. C. Public Library; Mary Alice Baldinger for the Clearing House. Guests were Mark Jurgansmeyer and Ron Wilmore, Washington Human Rights Project; Ivan Leatherwood, "Vigil for Civil Rights"; Miriam Murtha, Washington International Center; Elizabeth Payne, Council of Methodist Youth; Fentriss Boone, Methodist Board of Christian Social Concern; Mrs. Alice Edgerton; Dr. Deborah P. Wolfe, Zeta Phi Beta Sorority; David Stahl, Lawyers Committee on Civil Rights; Stanley V. Anderson and Marcia MacNaughton, Senate Subcommittee on Constitutional Rights.

Next Meeting : Thursday, July 2, at 2 p. m. at the Washington Post.

Report of Nominating Committee for 1964-65 : The meeting accepted the report of the Committee on Nominations for 1964-65, which was presented by the chairman, Arnold Feldman of the American Veterans Committee. A copy of the committee's slate, which also outlines procedures of elections, is attached.

Immigration Hearings : Mr. Speiser of the American Civil Liberties Union announced that the House Judiciary Committee's Subcommittee on Immigration, chaired by Rep. Michael A. Feighan (D., Ohio), will open hearings on June 11 on all public bills that affect immigration, including H. R. 7700, advanced by President Kennedy and sponsored by Rep. Emanuel Celler (D., N.Y.). The hearings will be open, and the first week will be given to

testimony by members of the Judiciary Committee and other Congressmen.

Program : John McKee Pratt, counsel to the Commission on Religion and Race of the National Council of Churches, who is currently assigned to the Council's Mississippi Summer Project, spoke on "Reaping the Whirlwind -- The Coming Summer in Mississippi." He discussed the various plans for educating and giving voter-registration assistance to Negro citizens there, in which something like 1,000 students, clergymen, lawyers and others are expected to join, and the reactions anticipated and already encountered.

Ray Wolfinger, a professor of political science and member of Senator Hubert Humphrey's staff, substituted for the previously-announced speaker, John G. Stewart, the Senator's legislative assistant, in a discussion of the outlook for the civil rights bill.

Current Material : The office will send out on request its remaining copies of literature distributed at the meeting:

a. A Summary of the Bi-Partisan Substitute Civil Rights Bill, prepared by J. Francis Pohlhaus of the NAACP's Washington Bureau and issued by the Leadership Conference on Civil Rights.

b. Combatting Undemocratic Pressures on Schools and Libraries -- A Guide for Local Communities. Issued by the American Civil Liberties Union's Academic Freedom Committee, this pamphlet offers suggested courses by which citizens' agencies may deal with radical attacks on their libraries and educational institutions.

c. The Newsletter on Intellectual Freedom for May, 1964 -- A round-up of current developments in the fields of censorship and freedom of speech and press, published by the Intellectual Freedom Committee of the American Library Association.

d. Comments of Religious Spokesmen on Prayer in Public Schools -- A reprint from the Congressional Record of Rep. William F. Ryan's compilation of statements by religious leaders and by the church press upholding the First Amendment and the Supreme Court's prayer decisions; made available by the American Jewish Committee.

-- Harold C. Fleming,
Chairman

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House June 4, 1964

REPORT OF THE COMMITTEE ON NOMINATIONS FOR 1964-1965

The constitution of the National Civil Liberties Clearing House provided that its elected officers shall be: a chairman, four vice-chairmen, secretary, treasurer, and six members of the Administrative Committee, all representing national organizations. Officers and Administrative Committee members are elected annually for a term of one year, and may not serve in any elective capacity for more than three consecutive terms.

The constitution further provides that a Nominating Committee of five members, appointed by the chairman and approved by the Clearing House, shall present a proposed slate of officers and Administrative Committee members at the June meeting of the Clearing House. This slate is circulated to all associated organizations directly thereafter, and through July 15 it remains open for additional nominations, which must be approved by the nominating committee before they are placed on the ballot. Election takes place by mail ballot in August, and term of office begins in September.

The Nominating Committee wishes to express its appreciation, and the appreciation of the Clearing House, to the present officers who are not eligible for renomination: Jacob Clayman, Industrial Union Department, AFL-CIO; Edward L. Ericson, American Ethical Union; J. Arnold Feldman, American Veterans Committee; Robert W. Frase, American Book Publishers Council; Olinda M. Roettger, Luthern Church - Missouri Synod; and Edward F. Snyder, Friends Committee on National Legislation, all of whom have served for three consecutive terms. We would also like particularly to commend Roy H. Millenson of the American Jewish Committee for his service as Chairman, 1961-1962, and as an honorary member of the Administrative Committee in the past year.

Your committee met on May 20, 1964, and unanimously recommends the following slate of officers for 1964-65:

For chairman -- Harold C. Fleming, Potomac Institute

For vice-chairmen --
On civil liberties, Lawrence Speiser, American Civil Liberties Union
On civil rights, Clarence Mitchell, N.A.A.C.P.
On human rights, Rabbi Richard G. Hirsch, Union of American Hebrew Congregations
On intellectual freedom, Dr. H. B. Sissel, United Presbyterian Church, U.S.A.

For secretary -- Cernoria D. Johnson, National Urban League
For treasurer -- John J. Sheehan, United Steelworkers of America, AFL-CIO
For membership on the Administrative Committee --
Daniel S. Bedell, United Automobile Workers, AFL-CIO
David A. Brody, Anti-Defamation League of B'nai B'rith
James Hamilton, National Council of Churches
Thomas E. Harris, AFL-CIO
Robert E. Jones, Unitarian-Universalist Fellowship for Social Justice
Peggy Roach, National Council of Catholic Women.

Respectfully submitted for the Nominating Committee:

J. Arnold Feldman, American Veterans Committee, Chairman
Helen Lineweaver, United Presbyterian Church, U.S.A.
J. Francis Pohlhaus, National Association for the Advancement of Colored People
Olinda M. Roettger, Lutheran Church - Missouri Synod
Edward F. Snyder, Friends Committee on National Legislation.

Minutes

July 2, 1964

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Thursday, July 2, 1964, at the Washington Post's Community Room, with the following attendance: Jacob Clayman, Industrial Union Department, AFL-CIO, presiding in the absence of the chairman, Harold Fleming of the Potomac Institute; Dr. Lewis I. Maddocks, United Church of Christ; J. Arnold Feldman, American Veterans Committee; Dr. Leonard P. Aries and Thomas McPherson, Jr., National Conference of Christians and Jews; Canon Bayard Clark, National Council, Episcopal Church; Penelope Wright National Association of Intergroup Relations Officials; Dr. H. B. Sissel and Helen Lineweaver, United Presbyterian Church, U.S.A.; Olinda Roettger, Lutheran Church - Missouri Synod; Ashby G. Smith and Mrs. Melba Smith, National Alliance of Postal Employees; Julia Thompson, American Nurses Association; Bea Raskin and Libby Seligman, American Jewish Committee; Marie Ingerman, Women's International League for Peace and Freedom; Dan Safran, American Friends Service Committee; Marvin Caplan, Leadership Conference on Civil Rights; Thomas E. Harris, W. E. Pollard and Julius Ananelechi, AFL-CIO; F. H. McGuigan and Ron Sheppard, Greater Washington Central Labor Council; Miriam Murtha, Washington International Center; Ben Neufeld, National Council on Agricultural Life and Labor; Grace Jones, Methodist Church, Women's Division; the Rev. John Bayley Jones, Methodist Board of Christian Social Concern.

John Barrett, National Education Association; Martha Mills, Louise Harned, Betty Douglas, Millie Hawkins, League of Women Voters; Tom Leatherwood, Vigil for Civil Rights; Rosaline Fisher, D.C. League of Women Voters; Peggy Roach, National Council of Catholic Women; Betty Shapiro and Ruth Mondscheim, B'nai B'rith Women; Olya Margolin, National Council of Jewish Women; Robert Frase, American Book Publishers Council; Anne Foss and Herbert L. Chabot, American Jewish Congress; David A. Brody, Anti-Defamation League of B'nai B'rith; Nancy Horan, Washington Human Rights Project; Daniel S. Bedell, United Auto Workers, AFL-CIO; Margaret McCone, United Church of Christ-Congregational; Frances Cousens, Wayne State University, Mich.; Harold Barrett, Jr., U.S. Department of Labor, Bureau of Apprenticeship and Training; Dennis McDowell, I U E, AFL-CIO; C. Anthony McCane, D.C. Theachers College; Clarence Fisher; Father Richard McSorley, Georgetown University; Mary Alice Baldinger. Special guests were Dr. John J. O'Connor of Georgetown University and a group of the students participating in the Institute on Human Relations which he is conducting at American University.

Summer Recess: The meeting approved a motion by Dr. Aries, seconded by Mrs. Shapiro, that the Clearing House recess through August and September, on the understanding that a special session will be scheduled if developments indicate its desirability.

Program : Peter Libassi, director of the U.S. Commission on Civil Rights' Division of Liaison and Information, discussed The Civil Rights Bill -- Next Steps for Federal Action. He outlined the moves being undertaken by the Administration and the government departments and agencies concerned to initiate implementation of the Civil Rights Act of 1964, which received its final approval in the House of Representatives as he spoke. (President Johnson subsequently signed the bill into law the same evening.) Mr. Libassi described some of the problems involved in establishing procedures and machinery for encouraging compliance with the Act's provisions and instituting enforcement, and some of the programs planned to inform the public and interpret the law.

Royce Hanson, Associate Professor of Government and Public Affairs at American University and founder and president of the Maryland Committee for Fair Representation, spoke on After the Reapportionment Revolution -- The Supreme Court Decision's Implications for Social and Political Change. He analyzed the Court's "one man - one vote" ruling of June 14, which held that the equal-protection clause of the Fourteenth Amendment of the Constitution requires that the States must construct the districts for both houses of their legislatures so as to be as nearly of equal population as is possible, and its likely effects on the balance of power, the political patterns and the shifting rural-urban population in many States.

Current Material : The office will send out on request its remaining copies of material distributed at the meeting: (A) WHAT'S IN THE CIVIL RIGHTS ACT OF 1964? -- a title-by-title analysis prepared by J. Francis Pohlhaus, Washington Office counsel of the NAACP; and made available by the Leadership Conference on Civil Rights; (B) ON CIVIL DISOBEDIENCE -- a discussion of the legal and ethical problems involved, written by the Rev. Albert C. Saunders, director of research and publications for the Washington Office of the National Council of Churches, and published in the June 15 issue of its newsletter, Memo; (C) POLICE HANDLING OF ARRESTEES -- the report of an intensive research project conducted among policemen and arrested people in New Orleans by Prof. Joseph H. Fichter and Brian Jordan of the Department of Sociology of Loyola University of the South.

Harold C. Fleming, Chairman

Mary Alice Baldinger, Executive Director

Rec'd 10/2/64

[Please note change of place for this meeting...]

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the B'NAI B'RITH BUILDING'S 8th floor conference room (1640 Rhode Island Ave., N.W.)

WEDNESDAY, OCTOBER 7, 1964 - 2 to 4 o'clock

Program: JOHN M. PRATT, who worked in the deep South throuth the summer as counsel for the National Council of Churches' Commission on Religion and Race and Vice President of the Lawyers Constitutional Defense Committee, will evaluate Mississippi Today -- In The Eye of the Hurricane and DR. T. K. OLSON, legislative assistant to Senator Maurine Neuberger, will discuss The Radical Right In The Current Campaign.

Mary Alice Baldinger, Executive Director

Minutes

October 7, 1964

Rec'd 10/15/64

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NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Wednesday, October 7, 1964, at the B'nai B'rith building, with the following attendance: Lawrence Speiser, American Civil Liberties Union, presiding in the absence of the chairman; J. Arnold Feldman, American Veterans Committee; Libby Seligman, American Jewish Committee; Myrtle K. Grays, National Association of Deans of Women; Jonathan Fleming, U.S. Commission on Civil Rights; Diana Balough, National Council of Catholic Women; E. Raymond Wilson and Judy Starbuck, Friends Committee on National Legislation; Charlotte A. Hankin and Milnor Alexander, Women's InternationalLeague for Peace and Freedom; David N. Williams, Christian Science Committee on Publication; Ashby G. Smith and Mrs. Melba Smith, National Alliance of Postal Employees; Robert Jones, Unitarian Universalist Association; James H. Harvey and Daniel Safran, American Friends Service Committee, Metropolitan Washington Housing Program; Emily Reed, American Library Association and C. C. Public Library; Thomas McPherson, Jr., National Conference of Christians and Jews; Robert Van Waes, American Association of University Professors; Anita B. Blake and Elsie N. Hogan, United Church Women; Mrs. Joseph Rose, Hadassah; Mrs. Wilbur Morse, National Public Affairs, Y. W. C. A.

Sidney Hollander, National Community Relations Advisory Council; Anne Foss, American Jewish Congress; Geraldine Boykin, Leadership Conference on Civil Rights; John H. Eberly, Church of the Brethren; Louise Harned and Abby McArdell, League of Women Voters, U. S.; Herman Edelsberg and David A. Brody, Anti-Defamation League of B'nai B'rith; John Bayley Jones, Methodist Church; Grace Jones, United Church Women and Methodist Church - Women's Division; Felix S. Putterman, Jewish War Veterans; Betty Shapiro and Ruth Mondscheim, B'nai B'rith Women; Gloria Billings and Meryle Hutchinson, American Nurses Association; Ben Neufeld, National Council on Agricultural Life and Labor; Judy Wilson, National Women's Committee for Civil Rights; William E. Pollard and Walter Davis, AFL-CIO; Norman Hill, Industrial Union Department, AFL-CIO; Dr. Richard B. Kennan, Oscar E. Thompson, Dr. Edwin W. Davis, Lucile Ellison and Dr. William H. McLin, National Education Association; Ron Irion, AFSCME, AFL-CIO; Margaret P. McCane, United Church of Christ; Mary Alice Baldinger for the office.

Next Meeting : Thursday, November 12, at the Washington Post's Community Room.

Election of Officers for 1964-1965 : The chairman of the Nominating Committee, J. Arnold Feldman of the American Veterans Committee, reported that no additional nominations had been offered to the Committee's slate, which was presented at the June meeting of the Clearing House and submitted to all associated organizations with its minutes. A motion by Mr. Feldman that the Committee's slate be approved was seconded by Mr. Holander and unanimously adopted.

Clearing House officers thus elected for 1964-1965 are:

Chairman : Harold C. Fleming, Potomac Institute

Vice Chairmen --
- Civil Liberties : Lawrence Speiser, American Civil Liberties Union
- Civil Rights : Clarence Mitchell, N. A. A. C. P.
- Human Rights : Rabbi Richard G. Hirsch, Union of American Hebrew Congregations
- Intellectual Freedom : Dr. H. B. Sissel, United Presbyterian Church, U.S.A.

Secretary : Cernoria D. Johnson, National Urban League

Treasurer : John J. Sheehan, United Steelworkers of America, AFL-CIO

(more)

Administrative Committee :

Daniel S. Bedell, United Automobile Workers of America, AFL-CIO
David A. Brody, Anti-Defamation League of B'nai B'rith
James Hamilton, National Council of Churches
Thomas E. Harris, AFL-CIO
Robert E. Jones, Unitarian Universalist Association
Peggy Roach, National Council of Catholic Women

Program : John McKee Pratt, who worked through the summer in the deep South as counsel for the National Council of Churches' Commission on Religion and Race and a vice-president of the Lawyers Constitutional Defense Committee, discussed the results of the Mississippi Summer Project. He felt that much had been achieved, through the Freedom Schools, the work for voter registration, the establishment of community centers, and the enrollment of 63,000 in the Freedom Democratic Party and the effect of this at Atlantic City. The presence of the Federal Government, he said, had been influential in stimulating some moves towards compliance with the civil rights law, and in improving the conduct of state and local law officers. He thought that many of the State's Negroes had gained a new sense of their own identity and importance, and would have a growing voice in the development of their own future; and that the whites had gained, as well, through some awakening to a realization that it would be possible to live in an integrated society. The major need for the future, he believes, is for the civil rights forces to widen their base of operations in order to enlist the support of the middle and upper-income Negroes of the State - the clergy, the professional and business men, and the unionized Negroes of Southern Mississippi, and to develop leadership able to fill the positions in city and community life which are beginning to open up. Mississippi is starting to learn, he concluded; but the world outside it much continue its efforts if the people there are to accept the lesson that we all have to live together in decency and dignity.

Dr. K. T. Olson, legislative assistant to Senator Maurine Neuberger, spoke on "The Radical Right in the Current Campaign." He emphasized the danger of applying labels and the difficulty of establishing clean-cut definitions in the area of political philosophy, and said that the clearest distinction between extremism of the right and honest conservatism lies in activities rather than in beliefs. He feels that so far the radical right's greatest successes have been achieved in local civic and political situations. In the community, he said, the most damaging effects of this may be an increasing difficulty in persuading good responsible people to run for public office, and a decreasing of the public's confidence in its elected officers.

Current Materials : The office will send out on request its remaining copies of material distributed at the meeting (1637 Massachusetts Ave., N.W., Washington 6, D.C.

A) Rightists, Racists and Separatists by David Danzig, Associate Director of the American Jewish Committee, discusses the elements and philosophies in our society that may be developing into a "white bloc," and its possible political and social effects. (B) The text of the United Nations Declaration on the Elimination of All Forms of Racial Discrimination, adopted unanimously at the last meeting of the General Assembly. (C) Facts about the Community Relations Service outlines the functions and responsibilities of the new CRS. (D) The Federal Civil Rights Agencies, by Roy Millenson of the American Jewish Committee, describes the six major agencies of the government operating in the civil rights field. (E) New publications of the AFL-CIO Civil Rights Department -- Equal Rights for All : The AFL-CIL Program; the Civil Rights Statement adopted by the Executive Council at its last meeting; and Civil Rights -- Facts vs Fiction.

(A copy of Civil Rights - Facts vs Fiction is attachedfor your information. If you would like to bring it to the attention of your locals and affiliates, you may send a list of their names and addresses to Don Slaiman, Director, AFL-CIO Civil Rights department, 815 16th St., N.W., Washington 6, D.C. He will be glad to send copies directly to them, in any quantity, without charge.)

Civil Rights: Facts vs. Fiction

The Civil Rights Act of 1964 is a new bill of rights for everyone, regardless of race, creed or color.

This basic fact has been overlooked, ignored or distorted by those who are opposed to equal rights for anyone.

This is—in capsule form—what the act provides:

JOBS: Starting in July 1965, discrimination and segregation in employment, or in unions, is forbidden. Complaints will be processed through state agencies; the federal Equal Employment Opportunity Commission acts only if a state fails to act.

PUBLIC ACCOMMODATIONS: Effective at once, every hotel, restaurant, theater or other facility catering to the general public must do exactly that. Thirty-one state laws, already in effect have even stronger provisions.

SCHOOLS: The Attorney General of the United States has greater power to implement the Supreme Court decision of 1954 prohibiting segregation in public schools.

VOTING RIGHTS: Both the federal courts and the Attorney General are instructed to make sure registration and voting rights are safeguarded under uniform, reasonable standards.

There are other provisions in the law; a detailed analysis is available free of charge from the AFL-CIO. But these are the basic points.

Enemies of civil rights, enemies of labor, enemies of democracy itself are spreading lies about the terms of the act in order to play upon the fears of homeowners, parents, employers and workers. Here is the truth about the kind of lies that are told:

FICTION: "If you sell a house, you have to sell to a Negro."

FACT: The AFL-CIO believes that discrimination in housing should be ended. But there is no reference whatever to housing in the Civil Rights Act.

FICTION: "Your children will be sent out of the neighborhood to some Negro school."

FACT: Local school boards in some cities, operating under state and local statutes, have instituted pupil transfers in an effort to achieve better racial balance in their schools. But there is no such requirement in the Civil Rights Act, which provides only that schools must not be segregated.

FICTION: "A certain number of Negroes will have to be hired on every job, even if white people have to be fired to make room for them."

FACT: This is a myth. The law will properly put an end to discrimination in employment —including discrimination in seniority systems. But it does not in any way interfere with existing job rights. There are no "quotas" established. As a matter of fact, "inverse discrimination," even if intended to offset past evils, would actually be a violation of the law.

In short, the Civil Rights Act of 1964, in letter and spirit, is dedicated to justice—to the principles of democracy and fair play which are in the highest American tradition.

American Federation of Labor and Congress of Industrial Organizations
815 16th Street, N.W., Washington, D.C. 20006.

Recd 11/4/65

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Mr. Leslie W. Dunbar, Director
Southern Regional Council W
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Atlanta 3, Georgia

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Mr. Leslie W. Dunbar, Director
Southern Regional Council W
Room 201, 5 Forsyth Street, N. W.
Atlanta 3, Georgia

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Mr. Leslie W. Dunbar, Director
Southern Regional Council W
Room 201, 5 Forsyth Street, N. W.
Atlanta 3, Georgia

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST's Community Room

THURSDAY, JANUARY 7, 1965 ------- 2 to 4 o'clock

WHAT'S AHEAD FOR THE 89th CONGRESS?: Larry Speiser, American Civil Liberties Union, will discuss the civil liberties issues coming up; Frank Pohlhaus, N.A.A.C.P., will outline the still unresolved civil rights problems; Herman Edelsberg, Anti-Defamation League of B'nai B'rith, will discuss the outlook on immigration; and Dr. Vernon Ferwerda, National Council of Churches, will speak on the human rights conventions now before the Senate. There will be a question and discussion period after each talk.

Mary Alice Baldinger
Executive Director

[Please note change of meeting-day]

File

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST's Community Room

MONDAY, DECEMBER 14, 1964 -- 2 to 4 o'clock

Program: PROF. JAMES VORENBERG will speak on the work and plans of the Justice Department's recently established Office of Criminal Justice, of which he is Director; and REPRESENTATIVE HENRY S. REUSS (D., Wis.) will discuss the various moves that are being considered for reform of the Rules of the House next month. There will be a question and discussion session after each talk.

Mary Alice Baldinger
Executive Director

Recd 11/5/64

THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST's Community Room

THURSDAY, NOVEMBER 12, 1964 ---- 2 to 4 o'clock

Program: LOUIS H. BEAN, the noted political analyst, will discuss The Election and Its Implications for the Future; and JOHN G. FEILD, director of the U.S. Conference of Mayors' Community Relations Service, will speak on Cities in Transition: Their Community Relations Problems. There will be a discussion period after each talk.

Mary Alice Baldinger
Executive Director

Rec'd 1/25/65

File

Minutes

January 7, 1965

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met in the Washington Post's Community Room on January 7, 1965, with the following attendance : Dr. H. B. Sissel, United Presbyterian Church, U.S.A., presiding in the absence of the chairman, Harold Fleming; Olinda M. Roettger, Lutheran Church - Missouri Synod; Moe Hoffman, National Jewish Welfare Board; Dr. Lewis I. Maddocks, United Church of Christ; Ashby G. Smith and J. Leon Henderson, National Alliance of Postal Employees; Dr. Vernon Ferwerda, National Council of Churches; Mrs. John Bayley Jones, Methodist Church, Women's Division, and United Church Women; Edward L. Ericson, American Ethical Union; Diana Balough, National Council of Catholic Women; Dr. Leonard P. Aries, National Conference of Christians and Jews; A. Burns Chalmers, American Friends Service Committee; John H. Eberly, Church of the Brethren; Alan Yaffe and Gilbert Waro, U. S. Commission on Civil Rights; J. Harold Sherk, National Service Board for Religious Objectors; Frank Pohlhaus and Angela H. Higgins, N.A.A.C.P.; Myrtle H. Grays, Howard University; Herman Edelsberg and David A. Brody, Anti-Defamation League of B'nai B'rith; Dr. Edwin Davis and Dr. William H. McLin, National Education Association; Andrew A. Pettis, Shipbuilders Union, AFL-CIO.

Roy Millenson and Brant M. Coopersmith, American Jewish Committee; S. H. Holland, Jewish Labor Committee; Ben Neufeld, National Council on Agricultural Life and Labor; James C. Slaughter and John Alter, Commissioners' Council on Human Relations; W. E. Pollard and Don Cage, AFL-CIO; Lawrence Speiser and Julie Barrows, American Civil Liberties Union; Robert W. Frase, American Book Publishers Council; Betty J. Douglas and Louise Harned, League of Women Voters; Daniel Bedell, U A W, AFL-CIO; Marie Ingerman, Women's International League for Peace and Freedom; Canon Michael Hamilton, Washington Cathedral and Episcopal Society for Cultural and Racial Unity; Gene Solon, I U D, AFL-CIO; Meryle Hutchinson, American Nurses Association; Rev. Truman Christian, United Christian Missionary Society; Frances Neely, Judy Starbuck, Joan Hamer, Margaret Wordell, Friends Committee on National Legislation; Fannye Rose, Hadassah; Anne Foss, American Jewish Congress; J. Arnold Feldman, American Veterans Committee; Robert E. Jones, Unitarian Universalist Association; Emily Reed, American Library Association and D.C. Public Library; W. Barry Garrett, Baptist Joint Committee on Public Affairs; Florence Schott, United National Association; Herman N. Griffith; Mary Alice Baldinger for the office.

Next Meeting : Thursday, February 4, at 2 p. m. at the Community Room.

1965 Conference : The organizational representatives present were asked to make sure that the officers of their agencies are notified that the 17th annual conference of the Clearing House will be held on April 1 and 2, at the International Inn in Washington.

Program : For this first meeting of the new year and the new Congress, organizational colleagues reported on the present status and probable future developments of issues in the Clearing House fields -- Lawrence Speiser, director of the American Civil Liberties Union's Washington Office, on the civil liberties area; Frank Pohlhaus, counsel for the Washington Office of the N.A.A.C.P., on anticipated civil rights questions; Herman Edelsberg, Washington Director of the Anti-Defamation League of B'nai B'rith, on the outlook for immigration law revisions; and Dr. Vernon Ferwerda, director of the National Council of Churches' Washington Office, on the human rights conventions pending in the Senate, and related questions.

Each of these reports will be summarized in the next Civil Liberties Bulletin.

Current Material : The Clearing House office (1637 Massachusetts Ave., N. W., Washington, 20036) will send out on request its remaining copies of the following: (1) A Review of Church-State Issues and Cases from September, 1963, to September, 1964, by George Kellman, a background report issued by the National Conference of Christians and Jews' project, Religious Freedom and Public Affairs; (2) The December, 1964, issue of Church and Race, the news bulletin of the Department of Christian Social Relations of the Protestant Episcopal Church, with several special features on civil rights questions; (3) The Case against the House Un-American Activities Committee, a new 36 page pamphlet in which the American Civil Liberties Union outlines the history of the Committee's activities and presents the arguments on which it bases its case for its termination; (4) Review of the 88th Congress -- A Report on Civil Rights and Civil Liberties, 1964 -- the tenth in a series of annual reports by the Anti-Defamation League of B'nai B'rith on the Congress and its role in individual rights and freedoms, written by Herman Edelsberg, director, and David A. Brody, counsel, of the ADL's Washington Office.

Recd 1/28/65

WASHINGTON, D.C. PM 28 JAN 1965 38

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Southern Regional Council
Room 201, 5 Forsyth Street, N. W.
Atlanta 3, Georgia

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THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST's Community Room

THURSDAY, FEBRUARY 4, 1965 -------- 2 to 4 o'clock

PROGRAM: REP. CARLTON R. SICKLES (D., Md.), member of the House District Committee, will speak on Home Rule in This Congress?, and DONALD SLAIMAN, director of the AFL-CIO Civil Rights Department, will discuss Labor's Program for Implementing the Civil Rights Act of 1964. There will be a discussion session after each talk.

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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MARY ALICE BALDINGER

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Rec'd 3/18/65

file

March 3, 1965

Dear Friend:

The National Civil Liberties Clearing House cordially invites you to attend its 17th annual conference on civil liberties and civil rights, on Thursday and Friday, April 1 and 2 at the new Washington Hilton Hotel, Connecticut Avenue and Columbia Road, N.W., in Washington, D.C.

The conference program is timely and important. Governor LeRoy Collins, director of the Community Relations Service, will discuss the achievement of full civil rights through The New Federalism at the dinner meeting on April 1. Other conference sessions will center upon the question of the poor man's chance for equal justice under law and today's expanding efforts to protect his rights; on "one man - one vote" and the extension of equality of the ballot; and on the civil rights goals that still remain to be won, in the wake of the Civil Rights Act of 1964.

Plenary meetings throughout the conference will offer a maximum degree of participation in the open floor discussion that is a major feature of every conference session.

A program and registration form are enclosed for you. If you will call or write the Clearing House office, we will be glad to send you additional copies of both for your colleagues and friends.

The Clearing House conferences are the only continuing meetings held in Washington, on the national level, that focus intensive inter-organizational discussion solely upon the state of our civil liberties and rights. In 1964 over 150 agencies attended, and we expect even more to be represented this year. We hope you will be with us. We look forward to welcoming you, and to having the benefit of your view -- and your organization's -- in our consideration of these issues that so vitally affect our country and us all.

Sincerely,

Harold C. Fleming

Harold C. Fleming
Chairman

Mary Alice Baldinger

Mary Alice Baldinger
Executive Director

P.S. Will you please fill out and return your registration form at your earliest convenience?

To: National Civil Liberties Clearing House,
1637 Massachusetts Ave., N. W.,
Washington 6, D. C.

REGISTRATION FOR ORGANIZATIONAL REPRESENTATIVES

From: Organization _____

Address _____

The following will attend the 17th annual National Civil Liberties Clearing House Conference at the New Washington Hilton Hotel, Washington, D. C. on April 1 and 2, 1965. *Check covering the registration fee of $6.00 per person, plus cost of meals checked below for each, is enclosed.*

NAME	ADDRESS	REGISTRATION $6	DINNER MARCH 19 $7.50	LUNCHEON MARCH 20 $5	SPECIAL RATE – $17.00*

REGISTRATION FOR INDIVIDUAL ATTENDANCE

My check for registration and the meals checked below is enclosed.

PLEASE MAKE CHECKS PAYABLE TO THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

Your early registration and advance payment will be most helpful.
Each registrant's tickets will be held in his name at the conference registration desks.

SCHEDULE OF CONFERENCE CHARGES

Payment of $6.00 registration fee for each representative, and payments for dinner and luncheon reservations, must be made in advance. Cost of meals includes gratuity.

Dinner $7.50

Luncheon 5.00

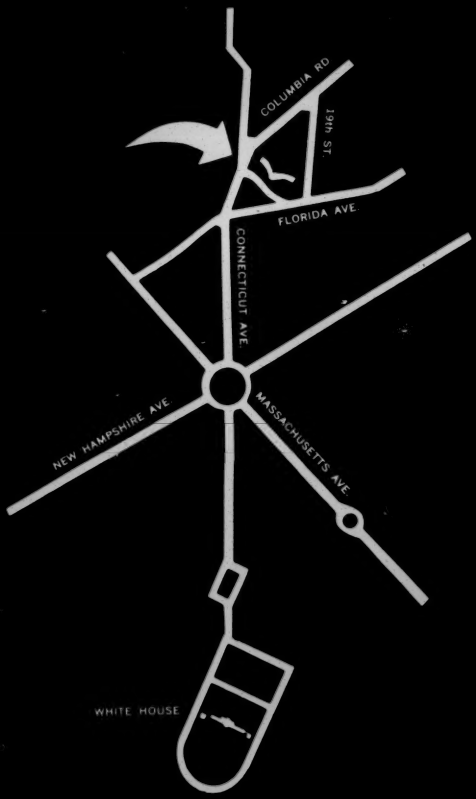
Registration 6.00

Single-session registration (without meal)..... $2.00

SPECIAL RATE for entire conference, covering all items above $17.00*

Organizations planning to be represented should make their own hotel reservations as early as possible.

Address of Conference Hotel is: The Washington Hilton
Connecticut Avenue at Columbia Road, N.W.
Washington, D. C. 20009



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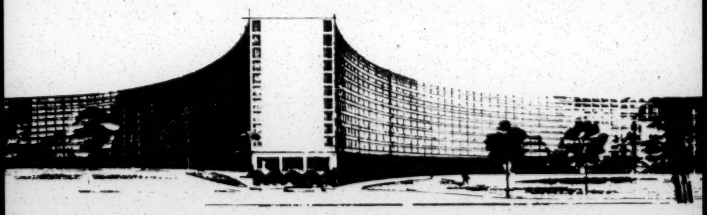

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City..... State.....

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THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE

invites you to attend its

17th

annual conference

APRIL 1 and 2, 1965
THE WASHINGTON HILTON
WASHINGTON, D. C.

PROGRAM

The Crystal Room

Thursday, April 1

1:00 p.m. *Registration desk opens*

2:00 p.m. Call to Order . . . . . HAROLD C. FLEMING,
Chairman, National Civil Liberties Clearing House;
Executive Vice President, The Potomac Institute

EQUAL JUSTICE UNDER LAW:
THE CHALLENGES OF POVERTY

Chairman . . . . . LAWRENCE SPEISER, *Director,*
Washington Office, American Civil Liberties Union

THE HON. GEORGE EDWARDS,
U. S. Circuit Judge,
United States Court of Appeals for the Sixth Circuit

DONALD M. BAKER,
General Counsel,
Office of Economic Opportunity

GARY BELLOW,
Deputy Director,
Legal Aid Agency for the District of Columbia

Conference Discussion

The Lincoln Room

6:30 p.m. *Registration desk opens*

6:15–6:50 p.m. RECEPTION *(Dutch Treat)*

7:00 p.m. Dinner Meeting . . . . . MR. FLEMING, *presiding*

THE NEW FEDERALISM

THE HON. LEROY COLLINS,
Director, Community Relations Service,
U. S. Department of Commerce

Friday, April 2

The Crystal Room

9:00 a.m. *Registration desk opens*

9:30 a.m. EQUALITY OF THE BALLOT:
THE SHORT-CHANGED VOTERS

Chairman . . . . . THOMAS E. HARRIS,
Associate General Counsel, AFL-CIO

GUS TYLER,
Assistant President,
International Ladies' Garment Workers Union, AFL-CIO

CHARLES S. RHYNE,
General Counsel, National Institute of Municipal Law Officers;
Past President, American Bar Association

ROYCE HANSON,
Associate Professor, School of Government and Public Administration,
The American University;
President, Maryland Committee for Fair Representation

Conference Discussion

The Lincoln Room

12:30 p.m. Luncheon Meeting . . . . . MR. FLEMING, *presiding*

CIVIL RIGHTS TODAY:
PROGRESS, PROMISES, AND THE GOALS AHEAD

Chairman . . . . . CLARENCE MITCHELL,
Director, Washington Bureau,
National Association for the Advancement of Colored People

WILLIAM L. TAYLOR,
General Counsel,
U. S. Commission on Civil Rights

THE HON. ROBERT W. KASTENMEIER,
Member of Congress, Second District, Wisconsin

ROBERT L. CARTER,
General Counsel,
National Association for the Advancement of Colored People

Conference Discussion

4:30 p.m. Adjournment

The National Civil Liberties Clearing House

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HAROLD C. FLEMING
(The Potomac Institute)

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Counsel
EDGAR B. MAY

Committees for the Conference

CO-CHAIRMEN FOR THE CONFERENCE — Clarence Mitchell *and* Lawrence Speiser

ARRANGEMENTS ..... Olinda M. Roettger, *chairman;* Martha Aries, Rosaline Fisher, Florence Schott

ATTENDANCE ..... Peggy Roach, *chairman;* Jacob Clayman, James A. Hamilton, Helen Lineweaver, Olya Margolin, J. Francis Pohlhaus, Yvonne Price, Frederick B. Routh, John J. Sheehan

CONFERENCE REPORT ... Theodor Schuchat, *chairman;* Marvin Caplan, Dr. Lewis I. Maddocks, Ben Neufeld, Edward F. Snyder

HOSPITALITY ..... Betty Shapiro *and* Julia C. Thompson, *co-chairmen;* Julie Barrows, Alison Bell, Helen Berthelot, Lucile Ellison, Anne Foss, Louise Harned, Virginia Kinnaird, Margaret McCane, Fannye Rose, Melba Smith, Ruth A. Sykes, Denise Tourover

LITERATURE ..... Walter G. Davis, *chairman;* Bernice Brigham, Peter Brown, Brant Coopersmith, Dr. Edwin W. Davis, Betty Douglas, James H. Harvey, Hope Marindin, Emily Reed

PRESS ..... Robert E. Jones *and* Margaret Price, *co-chairmen;* Analoyce Clapp, Abby McCardell, Frances Neely, Jane O'Grady, Bea Raskin, Penelope Wright

PROGRAM ..... Mr. Mitchell *and* Mr. Speiser; Dr. Leonard P. Aries, David P. Cohen, Thomas E. Harris, Rabbi Richard G. Hirsch, Dr. Richard B. Kennan, Cernoria D. Johnson, Dr. H. B. Sissel

REGISTRATION AND INFORMATION — Dorothy Mann, *chairman;* Diane Balough, Pauline Cowan, Valre Davis, Charlotte Friedman, Molly Jaffe, Edna Strauss

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EXECUTIVE DIRECTOR ..... Mary Alice Baldinger

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AGENCIES registered as sending representatives or observers to the 1964 NATIONAL CIVIL LIBERTIES CLEARING HOUSE CONFERENCE included:

Amalgamated Clothing Workers of America, AFL-CIO
Amalgamated Meat Cutters, AFL-CIO
American Association of University Professors
American Association of Universty Women
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Ethical Union
American Federation of Government Employees, AFL-CIO
AFL-CIO
American Federation of State, County and Municipal Employees, AFL-CIO
American Friends Service Committee
American Home Economics Association
American Humanist Association
American Jewish Committee
American Jewish Congress
American Library Association
American Lutheran Church
American Newspaper Guild, AFL-CIO
American Nurses Association
American Public Welfare Association
American Textbook Publishers Institute
American Veterans Committee
A. M. E. Zion Church
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Archbishop's Committee on Human Relations
Association for Higher Education
Baptist Joint Committee on Public Affairs
B'nai B'rith
B'nai B'rith Women
Catholic Council on Civil Liberties
Catholic Interracial Council
Center for the Study of Democratic Institutions
Central Conference of American Rabbis
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Communications Workers of America, AFL-CIO
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Department of Corrections
Public Library
Public Schools
Teachers College
Episcopal Diocese of Washington
Episcopal Society for Cultural & Racial Unity
Friends Committee on National Legislation
Friends General Conference
General Federation of Women's Clubs
Georgetown University Law Center
Governmental Affairs Institute
Greater Washington Central Labor Council
Hadassah
Howard University
Industrial Union Department, AFL-CIO
International Hod Carriers, AFL-CIO
International Ladies Garment Workers Union, AFL-CIO
International Labor Office
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Japanese American Citizens League
Jewish Community Council of Washington
Jewish Labor Committee
Jewish War Veterans of the U. S. A.
Lawyers Committee for Civil Rights under Law
Leadership Conference on Civil Rights
League of Women Voters
Lutheran Church in America
Lutheran Church—Missouri Synod
Lutheran Human Relations Association of America
Mennonite Central Committee
Methodist Church, Women's Division
Methodist Church, General Board of Christian Social Concerns
Michigan Civil Rights Commission
Motion Picture Association of America
National Alliance of Postal Employees
National Assembly on Teaching the Principles of the Bill of Rights
National Association for the Advancement of Colored People
National Association of Intergroup Relations Officials
National Association of Social Workers
National Catholic Conference for Interracial Justice
National Catholic Welfare Conference
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council on Agricultural Life and Labor
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
National Federation of Catholic College Students
National Jewish Welfare Board
National Lutheran Council
National Service Board for Religious Objectors
National Urban League
National Women's Committee for Civil Rights
Neighbors, Inc.
New York City Commission on Human Rights
Ohio University
Philadelphia Commission on Higher Education
Philadelphia Yearly Meeting of Friends
Potomac Institute
President's Committee on Equal Employment Opportunity
President's Committee on Equal Opportunity in Housing
Protestant Episcopal Church, National Council
Rabbinical Assembly of America
Retail, Wholesale and Department Store Employees, AFL-CIO
Richmond Diocesan Council of Catholic Women
Rutgers University
Seventh Day Adventists
Southern Regional Council
Student Nonviolent Coordinating Committee
Talladega College
Textile Workers Union of America, AFL-CIO
Transport Workers Union of America, AFL-CIO
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U. S. Housing & Home Finance Agency
U. S. Information Agency
U. S. National Student Association
U. S. Office of Education
U. S. Post Office Department
United Steelworkers of America, AFL-CIO
Virginia State Conference of N. A. A. C. P. Branches
Washington Cathedral
Washington Diocesan Council of Catholic Women
Washington Urban League
Women's International League for Peace and Freedom
World Council of Churches
Young Women's Christian Association, National Council

The National Civil Liberties Clearing House

. . . is a voluntary association of national organizations for the promotion of knowledge, the development of understanding and the dissemination of factual information and educational materials in the fields of civil liberties, civil rights, intellectual freedom and human rights.

. . . is limited both in its continuing program and its annual Conferences to the promotion of education and information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its annual Conferences and monthly meetings to bring together representatives of its associated groups and other invited agencies for free, full and informed discussion and analysis of current issues in its fields, and for consideration of ways to help strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

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~~THE~~ NATIONAL CIVIL LIBERTIES CLEARING HOUSE

will meet in the Washington POST'S Community Room

THURSDAY, MAY 6, 1965 ---- 2 to 4 o'clock

REP. DON EDWARDS (D., Calif.) will talk about The Civil Liberties Questions before the 89th Congress; and in a follow-up to the conference discussion of reapportionment, KENNETH E. GRAY, legislative assistant to Senator Paul H. Douglas, will speak on The Prospects for Congressional Interference with the Supreme Court's Decisions on State Legislative Apportionment. There will be a question-and-comment period after each talk.

Mary Alice Baldinger
Executive Director

Rec'd 6/14/65

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Minutes June 3, 1965

NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance : The National Civil Liberties Clearing House met on Thursday, June 3, 1965, at the Washington Post's Community Room, with the following attendance: Herman Edelsberg, Anti-Defamation League of B'nai B'rith, presiding in the absence of the chairman, Harold Fleming of the Potomac Institute; J. Francis Pohlhaus, N.A.A.C.P.; Barbara Iliff and Louise Harnde, League of Women Voters; John H. Eberly, Church of the Brethren; John F. Lindstrom, Urban Institute, Council of Churches; Roscoe Camp, National Council of Negro Women; Ben Neufeld, National Council on Agricultural Life and Labor; Lee Levy, B'nai B'rith Women; Matthew Clarke, Catholic Council on Civil Liberties and Center for the Study of Democratic Institutions; Carroll A. Swanson, Housing Division, D. C. Government; Moe Hoffman, National Jewish Welfare Board; Cleonice Tavani, National Association of Social Workers; Julia C. Thompson, American Nurses Association; Joan H. Cole, United Planning Organization; Robert H. Cole, AID, Department of State; Dr. Lewis I. Maddocks, United Church of Christ; Robert Jones, Unitarian Universalist Association; Diane Balough, National Council of Catholic Women; Frances Neely, Proctor Lippincott and Judy Starbuck, Friends Committee on National Legislation; Myrtle K. Grays, Howard University; Emily Reed, D.C. Public Library and American Library Association; Rosaline Fisher, D.C. League of Women Voters; John T. Kenna, National Catholic Welfare Conference.

David A. Brody and Arnold Feldman, Anti-Defamation League of B'nai B'rith; Anne Foss, American Jewish Congress; Lawrence Speiser, American Civil Liberties Union; Theodor Schuchat, American Association of Homes for the Aged; Yvonne Price, Leadership Conference on Civil Rights; Allene J. Tooks and Patricia Press, Delta Sigma Theta; Dr. Leonard P. Aries, National Conference of Christians and Jews; Dr. Edward H. Redman, American Humanist Association; Rev. Arnor S. Davis, Southern Christian Leadership Conference; Milnor Alexander, Women's International League for Peace and Freedom; A. Burns Chalmers and James H. Harvey, American Friends Service Committee; Kenneth Clark, Motion Picture Association of America; Dr. J. Harold Sherk, National Service Board for Religious Objectors; Dr. Edwin W. Davis and Samuel B. Ethridge, National Education Association; Frank Wallich, United Automobile Workers, AFL-CIO; Dr. Allan Knight Chalmers, Tony Edgerton, Raoul Kulberg, Kathryn H. Stone; Mary Alice Baldinger for the office.

Next Meeting : Noting that July, with the start of the vacation season, brings a diminution of attendance at meetings, the acting chairman raised the question of whether a Clearing House session should be scheduled for that month. The matter was left in abeyance; if developments indicate the desirability of a meeting, it will be arranged and announced at the call of the chairman.

Report of Nominating Committee for 1965-66 : The meeting accepted the report of the Committee on Nominations for 1965-66, which was presented by the chairman, Frances Neely of the Friends Committee on National Legislation. A copy of the committee's slate, which also outlines procedures of elections, is attached.

Program : Wiley A. Branton, recently-appointed executive secretary of the President's Council on Equal Opportunity, discussed the aims and program of the Council, which was established last February by President Johnson to co-ordinate the civil rights activities of all the Federal departments and agencies, and which is headed by Vice President Humphrey. Mr. Branton, who has been the director of the Southern Regional Council's Voter Education Project and the executive director of the Council for Civil Rights Leadership and Committee for Welfare, Education and Legal Defense, stressed the deep personal commitments of the President and the Vice President to the achievement of full equality. Working directly under Mr. Humphrey, he said, the Council will act as a stimulus to the various government agencies, rather than itself assuming the substantive work of enforcement. While he expects that it will deal with broad policy questions rather than with specific complaints, its staff will be interested in factual reports of discrimination.

Miss Anita Bellamy, speaking on "Help for the Poor: The Bedrock Problems," outlined the concrete difficulties she encountered as the director of The Girard Street Project"-- the neighborhood block improvement program undertaken by All Souls Unitarian Church in Washington in an effort to aid those who live in the slum area adjoining it -- and in her major work as director of the Washington Urban League's Neighborhood Center. She related work to improve housing, education and job opportunities to the personal and environmental problems of the poor, and emphasized that every individual and every area raise different questions and require differing approaches.

Current Material : The office will send out on request its remaining copies of literature distributed at the meeting:

The Girard Street Project -- The report recently published by All Souls Unitarian Church on the undertaking which Miss Bellamy directed, and an evaluation of the guide-lines gained from its experience.

Fair Employment Is Good Business -- A compilation prepared by the Potomac Institute of examples of fair practices for Title VII (Equal Employment Opportunity) of the Civil Rights Act of 1964. This booklet describes changing patterns in the North as well as in the South, and outlines a variety of approaches that various agencies have developed in offering new opportunities for Negro workers.

New South for February, 1965. The publication of the Southern Regional Council presents two important articles: Battle of the Books, in which Charles Morgan, Jr., the American Civil Liberties Union's Southern Project Director, discusses censorship based on racism as well as on other prejudices in America's libraries; and To Register and Vote in Mississippi, by Wiley A. Branton, derived from the testimony he presented as director of the SRC's Voter Education Project at the Mississippi hearings of the U.S. Commission on Civil Rights.

- Harold C. Fleming
Chairman

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House June 3, 1965

REPORT OF THE COMMITTEE ON NOMINATIONS FOR 1965-1966

The constitution of the National Civil Liberties Clearing House provides that its elected officers shall be a chairman, four vice chairmen, secretary, treasurer, and six members of the Administrative Committee, all representing national organizations. Officers and Administrative Committee members are elected annually for a term of one year, and may not serve in any elective capacity for more than three consecutive terms.

The constitution also provides that a Nominating Committee of five members, appointed by the chairman and approved by the Clearing House, shall present a proposed slate of officers and Administrative Committee members at the June meeting of the Clearing House. This slate is circulated to all associated organizations directly thereafter, and through July 15 it remains open for additional nominations, which must be approved by the Nominating Committee before they are placed on the ballot. Election takes place by mail ballot in August, and term of office begins in September.

The Nominating Committee (with Mr. Fleming and Dr. Sissel not participating) wishes to express its appreciation and the appreciation of the Clearing House to Dr. H. B. Sissel of the United Presbyterian Church, U.S.A., and Mrs. Cernoria D. Johnson of the National Urban League, and most particularly to Harold Fleming of the Potomac Institute for his constructive leadership and for the time, thought, good humor and energy he has given so generously during his two years as chairman.(*)

Your committee met on May 19, 1965, and unanimously recommends the following slate of officers for 1965-66:

For chairman : Lawrence Speiser, American Civil Liberties Union

For vice chairmen :
- Civil Liberties -- David P. Cohen, Americans for Democratic Action
- Civil Rights -- Clarence Mitchell, N.A.A.C.P.
- Human Rights -- Rabbi Richard G. Hirsch, Union of American Hebrew Congregations
- Intellectual Freedom -- James A. Hamilton, National Council of Churches

For secretary : Peggy Roach, National Council of Catholic Women
For treasurer : John J. Sheehan, United Steelworkers of America, AFL-CIO

For membership on the Administrative Committee :

Daniel S. Bedell, United Automobile Workers, AFL-CIO
David A. Brody, Anti-Defamation League of B'nai B'rith
Thomas E. Harris, AFL-CIO
Robert E. Jones, Unitarian Universalist Association
Dr. Richard B. Kennan, National Education Association
Florence Schott, United Nations Association

Respectfully submitted for the Nominating Committee:

Frances Neely, Friends Committee on National Legislation, chairman
Arnold Feldman, Anti-Defamation League of B'nai B'rith
Harold Fleming, Potomac Institute
Emily Reed, American Library Association
Dr. H. B. Sissel, United Presbyterian Church, U.S.A.

*-- As immediate past chairman, Mr. Fleming will be an honorary member of the Administrative Committee for the coming year.

MEMORANDUM October 22, 1965

To: Bccook

From Mmjohnson

file
Natl. Civil Liberties
Clearing House

Bernice,

Please package up and mail 75 copies of our special report on southern justice to Mary Alice Baldinger.

(Label attached)

thanx,

P.S. She needs them for a meeting on November 5, which means they should get out relatively soon.

October 22, 1965

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Mary Alice:

We are delighted to send you the 75 copies of our special report on Southern justice. Our mail room is in a terrible jam at this moment, but I hope that they will reach you by November 5.

All the best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

10/20/65

National Civil Liberties Clearing House

1237 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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Counsel
EDGAR B. MAY

•

Executive Director
MARY ALICE BALDINGER

20

October 19, 1965

Mr. Paul Anthony,
Director,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta 3, Ga.

Dear Paul:

Your report on the double standard of justice through the South hit beautifully in the New York Times and the Washington Post. From the stories I gather that it's likely to be a real mover and shaker.

Any chance of your letting me have 75 copies for the Clearing House? Our next meeting is November 5. One speaker will be Stephen Pollak, first assistant in the Justice Department's Civil Rights Division. If I could give our people your report at the same time, the combination ought to develop some lively -- and I would hope productive -- discussion.

Do what you can for us, won't you?

And all my best,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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(American Jewish Committee)
ALAN BARTH
BARRINGTON D. PARKER
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Counsel
EDGAR B. MAY

Executive Director
MARY ALICE BALDINGER

Rec'd 11/4/65
Free
See Commendations

MJ — Congratulations file

November 3, 1965

Dear Paul :

Thanks loads for the 75 copies of the "Indictment," which arrived in good time.

Thought you might like to read Ed Morgan's good column on it, which I enclose.

El besto,

May Alice

Morgan Says:

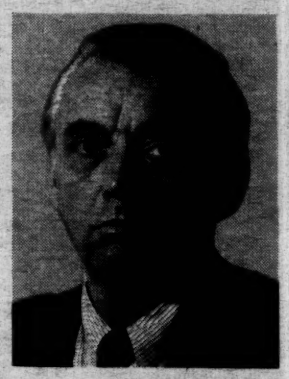
Mockery of Justice for Negroes Worse Than Violence of KKK

By Edward P. Morgan

(This column is excerpted from the nightly broadcasts of Edward P. Morgan, ABC commentator sponsored by the AFL-CIO. Listen to Morgan over the ABC network Monday through Friday at 7 p.m., EST.)

AT THE SECOND Liuzzo murder trial in Hayneville, Alabama, 11 prospective jurors said they thought white civil rights workers were "inferior" to other whites.

Their response reflected the obstacles in the path of fairness in trying to prosecute for a crime involving a racial issue. But this was only the tip of the viciously chilling iceberg of dual justice that has operated for generations against the Negro, especially in the South.



Morgan

In a sense this mockery of the judicial system is more serious and damaging than the violent crimes of the Ku Klux Klan now being exposed in a congressional investigation, because the duality is so widely accepted as a fact of life. The Southern Regional Council and the American Civil Liberties Union have just issued a special report labeled "An Indictment of Southern Justice."

To get the full measure of the distortion of democracy for one-tenth of the nation's population—20 million Negroes—thoughtful citizens everywhere must read the documented description of this nightmare as carefully as they follow the diabolical depredations of the KKK. The report, as its title indicates, concentrates on southern justice. But anybody who has ever spent any time in a police station or a courtroom in almost any non-southern community knows how a Negro is almost invariably and automatically prejudged by his color there too.

"The nation, for some reason," says the report in blistering accusation, "has not yet learned to deal with the corruption of justice by racism."

Yet, it observes pointedly, "if the public could ever plead ignorance to the double standard of justice in the South . . . that time is past."

"An FBI informant testifies that he is in the same car with three Ku Klux Klansmen as they shoot to death Mrs. Viola Liuzzo, a Detroit housewife, on an Alabama highway. The jury does not convict the first defendant charged in the crime—not even of manslaughter. While waiting for a new trial the Klansmen rush off to a Klan rally in North Carolina to sign autographs, openly confident that any new trial will

rights workers at midday. . . . A seminarian dies at once and . . . a priest is critically wounded. The trial, reportedly, turned into a circus, with Mr. Coleman not simply acquitted but almost proclaimed a hero."

These two cases "were not isolated incidents, and Negroes can only reflect bitterly when white men—southerners and northerners alike—advise them, as they often do, to . . . take their grievances into courts."

". . . From the sit-in demonstrations of 1960 through the spring of 1965, at least 26 Negroes and white civil rights workers died at the hands of the racists in the South. Only one of the assailants was sentenced to prison, and he for 10 years. During the same period, 'justice' was dispensed with in double measure when white men were slain by Negroes. Two white segregationists died in the aftermath of racial demonstrations. Four Negroes went to prison, one . . . for life."

THEN THE REPORT underlines this point: "The danger today is not that the public will fail to know about the double standard of justice, but that the public will think it limited only to civil rights cases. . . .

"In many areas of the South, dual justice is a standing abuse to all Negroes—the maid, the undertaker, the field hand, the schoolteacher, the minister. It exists from birth to death and the knowledge of it comes so early that a man may think he received it in his genes. It exists in the day-to-day brushes with 'the law': the policeman on his beat, at traffic court. . . .

"It provokes desperation among Negroes, shakes their faith in democracy, causes them to shun the policemen and the courts as enemies. More than any other factor it is responsible for what the white South views as increasing 'radicalism' and 'anarchy' in the rights movement."

What is gained if the violence of the Klan is curbed and violent protests of frustrated Negroes against injustice in the courts rise? There are, the report concludes, two clear but not quickie ways to rectify this savage double standard:

The President must stop appointing men to federal bench who owe their political careers to the same system that perpetuates dual justice. And the Justice Dept. must begin to enforce a law—passed in 1875—making exclusions from juries by race a federal crime.

"Dual justice survives," says the report bitterly, "because Presidents continue to treat federal judgeships as political rewards . . ., because the Justice Dept. fails to exercise the power . . . to correct abuses . . ., because the judicial network, federal, state and municipal, is still one of the most segregated institutions in America. It survives through a built-in discrimination in the selection of juries, state and federal, and through

IT'S YOUR WASHINGTON

by Willard Shelton

"Many of the patterns and the myths of presidential elections [were] broken" in 1964. . . . "The notion that a . . . nominee could not come from a small state was proved false. So was the belief that there exists a huge, silent vote which had not voted previously but which, under the right conditions, would emerge as a new balance of power in presidential elections."

THE SOURCE of these statements is the Republican National Committee, Ray C. Bliss, chairman. Mr. Bliss has never been accused of an adolescent refusal to face facts. The unhappy facts of the GOP's nomination of Sen. Barry Goldwater last year are therefore presented in the form of a summary report, with statistical support, by the national committee's Research Division.

The language of the report is flat, its tone unemotional. The facts it summarizes are devastating.

The nomination of Goldwater, a "real Republican," did not bring out a "huge, silent vote" that had sulked at home when the GOP nominees could be called "me-too" candidates. Instead, the proportion of voting-age population that went to the polls dropped from 63.2 percent in 1960 to 62 percent in 1964.

The nomination of Goldwater did not arouse overwhelming national enthusiasm for his personality, philosophy, beliefs and style. Former Vice Pres. Nixon, the GOP candidate in 1960, won 49.9 percent of the popular vote. Goldwater got 38.7 percent.

There are other standards of measurement. Goldwater, together with his running-mate, former Rep. William E. Miller, ran behind the rest of the Republican ticket. The top candidates received 97 percent of the national Republican vote as compiled from returns in the congressional districts, 88 percent of the vote for Republican candidates for the Senate.

Nixon in 1960 was a source of strength to other GOP candidates instead of running behind them. He got 119 percent of the total vote for GOP candidates for the House and just under 117 percent of the total vote for senatorial candidates.

In the nation's major suburban areas the Republican vote fell off by 11.9 percent, representing "a vote loss to the Republican Party of over 1.5 million votes." In the central cities to which these suburbs are attached "the Republican vote fell another 1.5 million votes."

These figures must be a source of pain to the chairman, Mr. Bliss, author just four years earlier of a "Big Cities" strategy that he presented formally to the party's leaders with an urgent recommendation that policies and programs be framed to increase, rather than dissipate, potential strength in major metropolitan areas.

* * *

THE GOP National Committee's factual report goes on remorselessly.

The Goldwater-Miller team's "percentage of the major-party presidential vote was 38.7 percent, compared to 37.8 percent in 1936." The election of 1936 was the low point of the party since the Civil War, representing Alf Landon's defeat by Franklin D. Roosevelt.

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"The 89th Congress opened with two fewer Republican senators than there were at the close of the 88th Congress. . . . Of more than 20 Republican senators elected in 1952—the last year of Republican congressional control—only six seats were Republican 12 years later."

The GOP won 10 seats in the House—seven of them in southern states—but lost 48 for a net loss of 38. "Not since the 75th Congress, elected in 1936, have Republican numbers in the House

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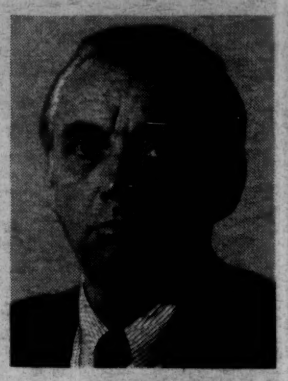

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Here's to freedom. Long may it wave.

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Republicans picked up three state governorships while losing two, for a net gain of one. But they sustained "a net loss of 493 seats" in the state legislatures compared to the 1962 results.

The GOP ticket failed to get majorities among women voters, the college-educated, business and professional workers, white-collar workers and farmers—five groups that have been the party's foundation of strength.

Add Force of Law:

Rights Commission Guidelines Strengthen Fight on Job Bias

GUIDELINES recently issued by the Equal Employment Opportunity Commission, spelling out discriminatory employment practices as violations of the Civil Rights Act, will be valuable aids in ending such practices, an AFL-CIO spokesman declared.

Adding the force of law to moral persuasion will strengthen efforts to end race-based union membership, seniority procedures and job assignments, said Donald Slaiman, director of the AFL-CIO's Dept. of Civil Rights, as he was interviewed on Labor News Conference, weekly public service program aired over the Mutual radio network.

Slaiman reiterated AFL-CIO Pres. George Meany's pledge of full cooperation in bringing about compliance with the guidelines. He said that while there has been "excellent progress" in merging segregated locals, most of those remaining are "hard core situations." The federation will not only urge merger of such locals "on the basis of AFL-CIO policy," but will put them on notice that they are violating the law and are subject to prosecution, he declared.

"Segregation in unions is no better than segregation in schools," Slaiman observed, "and we hope the problem will be eliminated within a short period of time."

HE CITED labor's support for proposals to give the EEOC authority to issue cease-and-desist orders in addition to its investigative and conciliation functions. However, he added, the commission will be able to do "a good deal of effective work" in the meantime.

He said the commission's present budget limitations present "a real problem" and if the expected backlog of complaints develops, it will be "good justification" for a budget increase.

Reporters questioning Slaiman of the AFL-CIO program were Simeon Booker, Washington bureau chief of Ebony Magazine and other Johnson Publications, and Adam Clymer of the Baltimore Sun's Washington bureau.

GUIDELINES recently issued by the Equal Employment Opportunity Commission will be valuable aids in ending discriminatory employment practices, Dir. Donald Slaiman (center), of the AFL-CIO Dept. of Civil Rights, told reporters Simeon Booker, left, of Ebony magazine and Adam Clymer of the Baltimore Sun on Labor News Conference, weekly AFL-CIO public service radio program.

Minutes Recd 11/16/65 November 5, 1965 MJ

file: NATIONAL CIVIL LIBERTIES CLEARING HOUSE

Attendance: The National Civil Liberties Clearing House met in the Washington Post's Community Room on November 5, 1965, with the following attendance : Thomas E. Harris, AFL-CIO, presiding in the absence of the chairman, Lawrence Speiser, American Civil Liberties Union; Olinda M. Roettger, Lutheran Church-Missouri Synod; Samuel Ethridge, National Education Association; Mary O'Melveny, American Civil Liberties Union; Olya Margolin, National Council of Jewish Women; Mrs. Wilbur L. Morse, National Board, Y W C A: Cleo Tavani, National Association of Social Workers; Moe Hoffman, National Jewish Welfare Board; Katherine Clendening, National Cathedral; David A. Brody, Anti-Defamation League of B'nai B'rith; John H. Eberly, Church of the Brethren; Milnor Alexander and Charlotte Hankin, Women's International League for Peace and Freedom; Patty Coe, National Council of Catholic Women; Barbara Iliff, League of Women Voters; Beatrice McConnell, United Church Women; Anne Foss, American Jewish Congress; Russell Bradley, National Conference of Christians and Jews; Kenneth Clark, Motion Picture Association of America.

Meryle Hutchison, American Nurses Association; Yvonne Price, Leadership Conference on Civil Rights; Judy Starbuck and Alison Gordon, Friends Committee on National Legislation; Doris Gibson and Norman Hill, AFL-CIO Civil Rights Department; B. T. McGraw, Housing and Home Finance Agency; Marvin Caplan, I U D, AFL-CIO; Frank Pohlhaus, N A A C P; Phineas Indritz, American Veterans Committee; Felix Putterman, Jewish War Veterans; Ashby Smith and Leon Henderson, National Alliance of Postal Employees; Rosaline Fisher, D.C. League of Women Voters; Grace Jones, Methodist Church, Women's Division, and United Church Women; Margaret McCane, United Church of Christ; Robert Stein and Edward L. Eriscon, American Ethical Union; Armand Derfner and James V. Siena, National Capital Area Civil Liberties Union; Emily Reed, American Library Association; Robert E. Jones, Unitarian Universalist Association; Clarence Fisher, Rev. John Bayley Jones, Robert E. Baker, Alan Barth; Mary Alice Baldinger for the office.

Next Meeting : Thursday, December 2, at 2 p. m. at the Post's Community Room.

Program : Stephen J. Pollak, First Assistant in the Justice Department's Civil Rights Division, speaking on "What Justice Is Doing and Hopes to Do in Enforcing the Civil Rights Act of 1964 and the Voting Rights Act," discussed the effects to date of both laws and cited changes that have been brought about by them, both through voluntary compliance and through the Department's enforcement activities. He cited a 30% increase in the number of Negroes registered, either with the aid of Federal registrars or by state officials. The Justice Department, he said, will continue to encourage voluntary compliance but will insist that compliance be full and complete. He also commented upon the refusal of Mississippi, Alabama and Louisiana to register on their own books voter applicants who have qualified before Federal examiners under the Voting Rights Act and the court moves that aim at an early test of the Act's constitutionality, and on the Justice Department's involvement in the Lowndes Country, Ala., jury participation case. On the Civil Rights Act, he discussed the activities in which Justice is engaged and some of the problems it faces, particularly in the areas of employment, the schools, and Federally-aided programs.

Henry Schwarzschild, Executive Director of the Lawyers Constitutional Defense Committee of the American Civil Liberties Union — an agency co-operatively established by several civil rights organizations to enlist lawyers to serve in the

South on a voluntary basis, providing legal help and counsel to persons engaged in achieving constitutional rights -- discussed "The Legal Needs of the Civil Rights Movement." He described another face of the South -- the hard-core areas of resistance, intransigeance and violence. He held that the government is operating under two misconceptions: the first, voluntary compliance, which he called almost totally lacking, noting that many of the law officers who are supposed to lead in compliance are themselves actively working to deny constitutional rights to Negro citizens; and the second, the doctrine of "consensus" which, he said, frequently operates to weaken or nullify enforcement of the law. He placed a different emphasis on the need for further legislation, stressing the desirability of stronger enforcement of existing laws; more Federal registrars operating not in the court-houses (which he called "the citadels of the rednecks") but in community locations; and reform of the whole area of the administration of justice in the South. Southern Negroes, he said, need protection for their families, their property and their lives; but they also need assurance that there is "another America" and whites who are their friends and will work to help them.

Current Material : The office will send out its remaining copies of literature distributed at the meeting on request (1637 Massachusetts Ave., N. W., Washington, D. C. - 20036):

1) THE VOTING RIGHTS ACT OF 1965 -- The U. S. Commission on Civil Rights' new pamphlet which presents a summary of the Act's provisions, along with its full text.

2) SOUTHERN JUSTICE : AN INDICTMENT -- A special report by the Southern Regional Council, prepared with the co-operation of the American Civil Liberties Union, and dealing with the double standards of justice prevalent through the South.

3) CIVIL RIGHTS AND HUMAN RIGHTS IN EDUCATION -- The report of the conference of the National Education Association's Commission on Professional Rights and Responsibilities, which includes talks presented by Clarence Mitchell of the N A A C P, Otis Finley of the Urban League, Commissioner of Education Francis Keppel, Buell Gallagher, president of the City College of New York, and numerous others.

4) LOS ANGELES : WHY? -- Newsweek's detailed study of the Watts riots and their causes and likely consequences, reprinted by the Citizens Crusade against Poverty.

5) From the Episcopal Society for Cultural and Racial Unity, its statement on SEGREGATED JUSTICE and the conduct of Southern courts, and reprints of newspaper reactions to the acquittal of Thomas Coleman in the killing of ESCRU worker Jonathan Daniels.

December 22, 1965

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Mary Alice:

Here is our $50.00 and it is a real pleasure to send it to you.

Our very best wishes for the Season and the New Year.

Sincerely,

Paul Anthony
Executive Director

PA/km

Enclosure

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

December 20, 1965

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St., NW,
Atlanta 3, Georgia

Dear Paul:

I see that it's time for me to write to remind you of theSouthern Regional Council's annual subscription to the National Civil Liberties Clearing House for 1965-1966, which is due this month.

You'll remember, I think, that the SRC had subscribed for a good many years at $25 per annum -- our standard organizational rate -- but that last year you waved your magic wand around and got this increased to $50.

Considering the tight budget on which the Clearing House operates, this was a real help to us towards covering our production and mailing costs. It would be lovely if it could be managed again.

In either event, we're grateful for your help in the Clearing House work, and for all the encouragement and co-operation you've given us so generously over the years.

With all my best wishes for a great 1966 to you and to the SRC,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

PS -- Our annual conference for next year is set for April 21 and 22. I do hope you'll make a note of the dates, and try to be with us!

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Executive Director
MARY ALICE BALDINGER

December 30, 1965

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St.,
Atlanta 3, Georgia

Dear Paul:

This is to acknowledge and to thank you most sincerely for the $50 subscription for 1965-66 which the National Civil Liberties Clearing House has received from your office.

We're deeply grateful --as I'm sure you already know -- for all the SRC's interest in and help with the Clearing House work.

And now -- up and at 'em for 1966!

The best of New Years to you.

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

February 7, 1966

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Mary Alice:

The report referred to in the New York Times was a part of our November New South, which, incidentally, had to be held up because of the difficulty in checking out the facts. The requested number of copies are being sent to you under separate cover.

This month we change New South to a quarterly of some 100 pages per issue. We are excited about this, and will be interested in your reaction.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

MEMORANDUM February 7, 1966

To: BCCook

From: MMJ

Bernice,

Please package up 75 copies of the November 1965 NEW SOUTH and send to Mrs. Mary Alice Baldinger at the Civil Liberties Clearing House in Washington (label attached).

thanx, mmj

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MARY ALICE BALDINGER

Rec'd 2/7/66

February 4, 1966

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St., NW,
Atlanta 3, Georgia

Dear Paul:

I am impressed by the Times story of January 31 about your new report on race-related violence. It sounds like just the sort of compilation that has been badly needed.

If you've got plenty, could we please have 75 copies for distribution at the next Clearing House meeting?

If that's too much to ask for, could it be possible for me to have 5 copies for the Clearing House library and files?

Hope 1966 is going great for you. Here we're just pulling out of the blizzard's leavings and are feeling like it's 1898 instead. . . . That might not be too bad at that, everything considered.

All the best,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

Paul
2/21/66

February 18, 1966

Mr. Paul Anthony
Southern Regional Council,
5 Forsyth St., NW,
Atlanta 3, Geprgia

Dear Paul:

I have every idea that you get the Washington Post, but just to make sure you saw this story, the attached clip from today's paper. Great undertaking -- great outlook!

Sincerely,

Mary Alice

Mary Alice Baldinger

MJ — file
"Commendation"

WX. POST
2/18/66

Project That Registered 700,000 Again Seeks Negro Voters in South

By Robert E. Baker
Washington Post Staff Writer

A project that registered 700,000 Negro voters in the South two years ago has been reactivated to help finish the job.

The Southern Regional Council in Atlanta announced that its new Voter Education Project is aimed at the two million unregistered Negroes in 11 Southern states as well as at encouraging full citizenship participation by them and the 2.3 million Negroes already registered.

The new project, financed by the Field, Taconic and Ford Foundations, has the endorsement of both the Democratic and Republican National Committees.

As with the first project operated by the Southern Regional Council in 1962-64, the new project will work with five major civil rights organizations: The NAACP, CORE, Southern Christian Leadership Conference, Student Nonviolent Coordinating Committee and the Urban League.

But this time the project will also deal directly with local groups, whether affiliated with the national organizations or not. And, through citizenship and leadership training programs, it will seek to overcome the apathy uncovered in its first project.

Vernon E. Jordan Jr., director of the new project, said that Negro registration in the South so far has been "largely middle class enfranchisement."

"We need to reach down deeper into our communities and register people who have not been reached by our past efforts," he said.

"We need to remember that political participation does not end with registration. Too many Southerners do not vote because they do not know how to relate their vote to the subsistence issues of their lives."

The first project was headed by Wiley A. Branton, now a presidentially appointed special assistant to the Attorney General to see that the Voting Rights Act is effectively implemented.

The new project may have the effect of providing a unified target for organizations within the civil rights movement which have been characterized recently as having both financial and directional problems.

The project also fits the Johnson Administration's view that civil rights leaders and organizations should assume the role of persuading and educating Negroes to take advantage of the Voting Rights Act. But the Southern Regional Council, at times critical of Federal implementation of civil rights laws, can be expected to call upon the Justice Department if its project meets persistent resistance from local officials.

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Executive Director
MARY ALICE BALDINGER

March 28, 1966

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St., NW,
Atlanta 3, Georgia

Dear Paul:

If you have been reading your mail from the Clearing House, you know that at our upcoming conference we are having a session on Southern Justice and what should be done to cure its ailments, with Marian Wright, John Doar and Joe Rauh talking.

I*m looking for a suitable publication as background on this for our conference information kits, and your "Southern Justice = An Indictment" is the most suitable I know of.

Would you still have this in any quantity? I'd like 400 -- but could try to squeeze through with 300 if it's scarce.

If you've got them to spare, could you have them mailed to reach me by April 6? I've got to find volunteers to stuff the kits, and would like to have this done soon as possible.

Will you write me if you can or cannot give them to us? And if you cannot, can you suggest any other piece of literature along the same line-- or at least related to the southern justice area?

Thanks tremendously,

YOurs,

Mary Alice

Mary Alice Baldinger

March 30, 1966

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Mary Alice:

Under separate cover we are sending the 400 copies of the report on Southern Justice. We are also sending 200 copies of the winter issue of our new quarterly, New South, and would appreciate your including it in the litsrature display.

I look forward to seeing you at the meeting.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

National Civil Liberties Clearing House

MJ

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Executive Director
MARY ALICE BALDINGER

April 9, 1966

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St., NW,
Atlanta, Ga - 30303

Dear Paul:

Thank you tremendously for giving us the 400 copies of "Southern Justice --An Indictment" for use in the information kits at our conference.

They have arrived already and are ready to be popped into the kits on Monday.

And I'm sure that everyone who receives a copy will share in my gratitude for the generous co-operation that you and the SRC have shown us.

We're also delighted to have the 200 copies of the winter issue of New South, which is just wonderful.

And I'm awfully glad to know that you're planning to come to the meeting. It will be great to see you again.

Cordially,

Mary Alice

Mary Alice Baldinger
Executive Director

file
Natl Civil Liberties
Clearing House

RHA:

Please charge to General Operations - Miscellaneous

November 29, 1966

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Mary Alice:

Enclosed is our check for $100 in support of the work of the National Civil Liberties Clearing House.

I do hope to be at the annual conference.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj'
Enclosure - 1. (Check; $100.00)

National Civil Liberties Clearing House

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EDGAR B. MAY

Executive Director
MARY ALICE BALDINGER

November 25, 1966

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St., N W,
Atlanta, Ga. -- 30303

Dear Paul:

Starting my year-end check of the National Civil Liberties Clearing House books, I see that it's time to write reminding you of the Southern Regional Council's subscription to our materials and services, which is due at the end of this month for 1966-67.

You'll remember, I'm sure, that the SRC has been subscribing at the rate of $50 a year.

This is a real help to us in carrying on the Clearing House work, and we're very grateful for it.

As we are for all the interest and encouragement you've given the Clearing House so generously and for so long.

With all best wishes,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

PS -- Our annual conference for next year is scheduled for March 21 and 22. I do hope you'll be able to be with us again.

National Civil Liberties Clearing House

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Counsel
EDGAR B. MAY

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Executive Director
MARY ALICE BALDINGER

December 3, 1966

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St., NW,
Atlanta, Ga. - 30303

Dear Paul:

This is to acknowledge and to thank you most sincerely for the $100 check which the National Civil Liberties Clearing House has received from the SRC.

It's damn seldom anybody ups his organization's support without even having been asked to, and I want you to know that I'm mighty grateful to you.

And I'll be hoping to see you at the conference next March.

Yours,

Mary Alice

Mary Alice Baldinger
Executive Director

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

Sent on

December 26, 1966

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St., NW,
Atlanta, Ga. - 30303

Dear Paul:

Here is Baldinger the Beggar again.

Is there any chance you can give the Clearing House 75 copies of either or both your report on the Office of Education and Southern school desegregation in 1966 (which was described in a New York Times story on December 19), and the Voter Education Project's "What Happened in the South, 1966"?

I'd like to have them for our next meeting, January 12.

Will you let me know if I can expect them?

Meanwhile, my best wishes that 1967 will be your finest year yet.

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

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File
Nat'l Civil Liberties
Clearing House

December 28, 1966

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Mary Alice:

The 75 copies of the two SRC materials are being sent separately and should reach you in time.

Every good wish for the New Year.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

National Civil Liberties Clearing House

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ALAN BARTH
JOSEPH L. RAUH, JR.

•

Counsel
EDGAR B. MAY

•

Executive Director
MARY ALICE BALDINGER

23

JW
lets discuss

Mr. Paul Anthony, Director
Southern Regional Council
5 Forsyth St., N.W.
Atlanta, Georgia 30303

Dear Paul:

The Literature Committee for the 19th annual National Civil Liberties Clearing House Conference, to be held here March 21 and 22, invites your organization to bring its publications to the attention of the nearly 200 agencies that will be represented at the meeting.

We are arranging for the distribution of literature related to the concerns of the Clearing House and of the Conference -- civil rights, civil liberties, intellectual freedom and human rights. We particularly want material that deals with work toward equality in all its aspects; urban problems, with emphasis on inter-group relations; civil liberties issues; and freedom of thought, speech and belief.

If you wish to accept this opportunity, we ask you to send us 50 or 100 copies each of not more than three pieces of cost-free literature which is timely and related to the Clearing House interests. Please send only substantive material. (Most of our conferees are familiar with organizational work and so have little interest in promotional brochures.)

We will not have facilities for posters or displays, and we cannot take responsibility for any material for which there is a charge.

Please mail your material so as to assure delivery by Monday, March 13, to:

National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

We will welcome your co-operation, and we are glad to be of service in bringing your publications to the wide inter-organizational audience which the Conference will offer.

Sincerely,
Elizabeth Wright
Elizabeth Wright, D.C. Public Library
Chairman, Conference Literature Committee

Mary Alice Baldinger
Mary Alice Baldinger, Executive Director

100 - In their Own Words
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2/21/67

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3-7-67:s

The National Civil Liberties Clearing House

invites you to attend its

19th ANNUAL CONFERENCE

MARCH 21 AND 22, 1967
HOTEL SHOREHAM
WASHINGTON, D.C.

PROGRAM

Tuesday, March 21

The Diplomat Room

1:00 p.m. *Registration desk opens*

2:00 p.m. Call to Order.....LAWRENCE SPEISER,
Chairman, National Civil Liberties Clearing House;
Director, Washington Office, American Civil Liberties Union

THE ECONOMICS OF EQUALITY:
CIVIL RIGHTS IN TRANSITION

Chairman.....HAROLD C. FLEMING,
Executive Vice President, The Potomac Institute

THE HONORABLE SAMUEL C. JACKSON
Member, Equal Employment Opportunity Commission

REPRESENTATIVE THOMAS B. CURTIS
House Ways and Means Committee
Joint Economic Committee

JACK T. CONWAY
Executive Director, Industrial Union Department, AFL-CIO

Conference Discussion

6:15–
6:50 p.m. Reception ..... Diplomat Room

7:00 p.m. Dinner Meeting ..... Palladian Room

Mr. Speiser, presiding

Address by

THE HONORABLE RAMSEY CLARK
Acting Attorney General of the United States

Wednesday, March 22

The Diplomat Room

9:00 a.m. *Registration desk opens*

9:30 a.m. WHAT'S HAPPENING TO YOUR RIGHT OF PRIVACY?

Chairman.....LEON SHULL,
Executive Director, Americans for Democratic Action

MONROE H. FREEDMAN
Professor of Law, National Law Center, George Washington University; Chairman, ACLU Committee on Privacy

JACK G. DAY
President,
National Association of Defense Lawyers in Criminal Cases

ARLEN SPECTER
District Attorney of Philadelphia

Conference Discussion

The Palladian Room

12:30 p.m. Luncheon Meeting.....MR. SPEISER, *presiding*

EXTREMISM AND RACISM:
DOUBLE THREAT TO DEMOCRACY

Chairman.....JACOB CLAYMAN,
Administrative Director,
Industrial Union Department, AFL-CIO

DR. FRANKLIN H. LITTELL
President, Iowa Wesleyan College;
Chairman, Institute for American Democracy

DR. JOHN A. MORSELL
Assistant Executive Director,
National Association for the Advancement of Colored People

TOM KAHN
Executive Director,
League for Industrial Democracy

Conference Discussion

4:30 p.m. Adjournment

The National Civil Liberties Clearing House

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(American Civil Liberties Union)

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Counsel

EDGAR B. MAY

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CO-CHAIRMEN FOR THE CONFERENCE—
Jacob Clayman *and* Harold C. Fleming

ARRANGEMENTS.....Edna Morse, *chairman;*
Rosaline Fisher, Beth Hayworth,
Olinda Roettger, Judy Starbuck

ATTENDANCE.....Frances Neely, *chairman;*
Ruth B. Harris, Rabbi Richard G. Hirsch,
Helen Lineweaver, Irma Piepho, Yvonne Price,
Frederick B. Routh, Ruth A. Sykes, Julia Thompson

CONFERENCE REPORT ..... Theodor Schuchat, *chairman;*
Marvin Caplan, Maurice Finkelstein,
Sanford Kahn, Dr. Lewis I. Maddocks

HOSPITALITY.....Anne Foss, *chairman;*
Martha Aries, Alison Bell,
Helen Berthelot, Carolyn C. Howlett, Grace Jones,
Shirley Koteen, Ruth Mondscheim, Jane O'Grady,
Fannye Rose, Florence Schott, Betty Shapiro,
Glenda Sloane, Melba Smith, Dorothy Sortor,
Cleonice Tavani, Denise Tourover

LITERATURE.....Elizabeth Wright, *chairman;*
Eileen Cooke, Dr. Edwin W. Davis,
Doris Gibson, Louise Harned, J. Leon Henderson,
Robert E. Jones, Felix Putterman,
Dr. Darrell Renstrom, Victoria C. Sims,
Donald Sullivan

PRESS.....Penelope Wright, *chairman;*
Edith Barksdale, David P. Cohen, Olga Corey,
Dr. Philip P. Denenfeld, William Lucy,
Abby McCardell, Margaret Price,
Don Slaiman, June Willenz

PROGRAM.....Mr. Clayman *and* Mr. Fleming;
Lowell Beck, Sanford Bolz, Olya Margolin,
J. Francis Pohlhaus, Albert C. Saunders, Frank Wallich

REGISTRATION AND INFORMATION—
Pauline Cowan, *chairman;*
Grace Breul, Charlotte Friedman, Molly Jaffe,
Dotti Mann, Carol Sue Oberman, Edna Strauss

EXECUTIVE DIRECTOR.....Mary Alice Baldinger

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AGENCIES registered as sending representatives or observers to the 1966 NATIONAL CIVIL LIBERTIES CLEARING HOUSE CONFERENCE included:

Alpha Kappa Alpha Sorority
Amalgamated Clothing Workers of America, AFL-CIO
American Association of University Professors
American Association of University Women
American Baptist Convention
American Bar Association
American Book Publishers Council
American Civil Liberties Union
American Council on Education
American Ethical Union
AFL-CIO
American Federation of State, County and Municipal Employees, AFL-CIO
American Federation of Teachers, AFL-CIO
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Library Association
American Newspaper Guild, AFL-CIO
American Nurses Association
American Parents Committee
American Textbook Publishers Institute
American University
American Veterans Committee
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Association for Childhood, Education, Int'l.
Association on American Indian Affairs
Baptist Joint Committee on Public Affairs
B'nai B'rith
B'nai B'rith Women
Business & Professional Women's League
Central Conference of American Rabbis
Christian Education Department, A.M.E. Zion Church
Church of the Brethren
Citizens Crusade against Poverty
Columbia University
Community Relations Service
Congress of Racial Equality
Delta Sigma Theta Sorority
District of Columbia—
Commissioners Council on Human Relations
Department of Corrections
Police Department
Public Library
Public Schools
Public Welfare Department
Teachers College
Episcopal Society for Cultural & Racial Unity
Equal Employment Opportunity Commission
Friends Committee on National Legislation
Georgetown University Law Center
George Washington University School of Law
Governmental Affairs Institute
Greater Washington Central Labor Council
Hadassah
Housing Development Corporation
Howard University
Industrial Union Department, AFL-CIO
Institute of Criminal Law & Procedure
International Development Conference
International Hod Carriers, AFL-CIO
International Labor Office
International Ladies Garment Workers Union, AFL-CIO
Iota Phi Lambda Sorority
Japanese American Citizens League
Jewish Labor Committee
Jewish War Veterans of the U.S.A.
Law Students Civil Rights Research Council
Lawyers Committee for Civil Rights under Law
Lawyers Constitutional Defense Committee
Leadership Conference on Civil Rights
League of Women Voters of the U. S.
Library of Congress
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Lutheran Human Relations Association of America
Maryland Office of Economic Opportunity
Methodist Church, Board of Christian Social Concerns
Methodist Church, Women's Division
Metropolitan Washington Council of Governments
Metropolitan Washington Housing Program
Motion Picture Association of America
National Alliance of Postal and Federal Employees
National Association for the Advancement of Colored People
N.A.A.C.P. Legal Defense and Educational Fund
National Association of Colored Women's Clubs
National Association of Housing and Redevolpment Officials
National Association of Intergroup Relations Officials
National Association of Social Workers
National Capital Area Civil Liberties Union
National Capital Clearing House for Neighborhood Democracy
National Catholic Conference for Interracial Justice
National Catholic Social Action Committee
National Catholic Welfare Conference
National Commitee against Discrimination in Housing
National Committee on Tithing in Investment
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council on Agricultural Life and Labor
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Education Association
National Farmers Union
National Housing Conference
National Jewish Welfare Board
National Lutheran Council
National Service Board for Religious Objectors
National Sharecroppers Fund
National Urban League
Neighborhood Legal Service
Office of Economic Opportunity
Plans for Progress
Potomac Association
Potomac Institute
President's Crime Commission, D.C.
President's Commission on Law Enforcement and Administration of Justice
Protestant Episcopal Church, National Council
Quaker Project on Community Conflict
Redevelopment Land Agency, D. C.
Republican National Committee
Senate Subcommittee on Constitutional Rights
Southern Christian Leadership Conference
Southern Education Foundation
Southern Regional Council
Synagogue Council of America
Textile Workers Union of America, AFL-CIO
Twentieth Century Fund
Union of American Hebrew Congregations
Unitarian Universalist Association
Unitarian Universalist Fellowship for Social Justice
Unitarian Universalist Women's Federation
United Automobile Workers, AFL-CIO
United Church of Christ
United Church Women
United Nations Association
United Negro College Fund
United Planning Organization
United Presbyterian Church, U.S.A.
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U. S. Commission on Civil Rights
U. S. Conference of Mayors
U. S. Department of Agriculture
U. S. Department of the Air Force
U. S. Department of the Army
U. S. Department of Defense
U. S. Department of Health, Education and Welfare
U. S. Department of Housing and Urban Development
U. S. Department of the Interior
U. S. Department of Justice
U. S. Department of Labor
U. S. Department of State
U. S. Department of the Treasury
U. S. General Services Administration
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U. S. National Student Association
U. S. Office of Education
U. S. Office of Federal Contract Compliance
U. S. Postoffice Department
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White House Conference "To Fullfill These Rights"
Women's International League for Peace and Freedom
Y.W.C.A., National Board

The National Civil Liberties Clearing House

. . . is a voluntary association of national organizations for the promotion of knowledge, the development of understanding and the dissemination of factual information and educational materials in the fields of civil liberties, civil rights, intellectual freedom and human rights.

. . . is limited both in its continuing program and its annual Conferences to the promotion of education and information in these fields. It is in no sense an action organization, and is prohibited by its constitution from adopting positions or making policy statements on any issues.

. . . aims in its annual Conferences and monthly meetings to bring together representatives of its associated groups and other invited agencies for free, full and informed discussion and analysis of current issues in its fields, and for consideration of ways to help strengthen and preserve our constitutionally-guaranteed freedoms.

For further information, write or telephone the

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1637 Massachusetts Ave., N.W. **Washington, D. C. 20036**

Dupont 7-6300

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See
Nat'l Civil Liberties
Clearing House

March 8, 1967

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Mary Alice:

To my deep regret I find I will be unable to attend your meeting next week. I sincerely regret this.

Every good wish for an outstanding meeting as I am sure it will be.

Sincerely,

Paul Anthony
Executive Director

PA/km

National Civil Liberties Clearing House

1637 MASSACHUSETTS AVENUE, N.W. • WASHINGTON, D. C. 20036 • DUPONT 7-6300

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MARY ALICE BALDINGER

file

February 20, 1967

Dear Friend:

The National Civil Liberties Clearing House invites you to attend its 19th annual conference on civil liberties and civil rights, on March 21 and 22 at the Hotel Shoreham in Washington, D.C.

The program for the conference is attached. The topics it outlines are controversial, meaningful and timely. Acting Attorney General Ramsey Clark will speak at the dinner meeting on March 21. Discussion sessions will focus on the tortuous questions that confront us in this time when civil rights emphasis is shifting from legal equality to reforms that reach for economic and social equality; on the precarious state of individual privacy in this electronic age; and on the corrosive effects of today's spreading extremism and racism upon our national life, and whether means can be found to counteract the increasingly dangerous alienation implicit in these trends.

There will be full opportunity for participation in the open floor discussion which is a major feature of every conference session.

The Clearing House conferences are the only continuing meetings held in Washington, on the national level, that annually focus interorganizational attention exclusively upon the state of our civil rights and liberties. Last year nearly 180 agencies participated, and we expect even more to be represented at this year's meeting.

We hope that you will be with us. The conference needs the benefit of your views -- and your organization's -- in its consideration of these issues that are so vitally important to all of us.

Sincerely,

Lawrence Speiser

Lawrence Speiser
Chairman

Mary Alice Baldinger

Mary Alice Baldinger
Executive Director

P.S. Will you send in your registration as soon as possible? And please contact the Clearing House office if you want extra copies of the program or registration forms for your colleagues and friends.

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NATIONAL CIVIL LIBERTIES CLEARING HOUSE

MARCH 21st & 22nd, 1967

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Twin Bedroom and Bath	$22, $24, $26, $28.00 Daily
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REGISTRATION *for the 19th* ANNUAL
NATIONAL CIVIL LIBERTIES CLEARING HOUSE CONFERENCE

From: Organization _____

Address _____

The following will attend the conference at the HOTEL SHOREHAM in Washington, D. C., on March 21 and 22, 1967. *Check covering the registration fee of $8.50 per person, plus cost of meals checked below for each, is enclosed.*

Name and Address	Registration Fee $8.50	Dinner March 21 $7.50	Luncheon March 22 $5.50	*Special Rate $20.00

*SPECIAL RATE *for entire conference, covering registration ($8.50), dinner ($7.50), and luncheon ($5.50)* $20.00

Single-session registration for afternoon meeting, March 21, or morning, March 22 . . . . $2.50

Those coming from out-of-town are asked to make their own hotel reservations. For the convenience of those who may want to stay at the conference hotel, a room reservation card for the Shoreham is enclosed.

Each registrant's tickets will be held in his name at the conference registration desks.

Your early registration will be appreciated. Payment of registration fees and for dinner and luncheon reservations must be made in advance.

PLEASE MAKE CHECKS PAYABLE TO THE NATIONAL CIVIL LIBERTIES CLEARING HOUSE.

Bill
File
Nat'l Civil Liberties
Clearing House

November 27, 1967

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Mary Alice:

Thank you for your kind comments about my being on your Advisory Board. More importantly, thank you for asking me. I will try very hard to be of some help to you.

There is little I can add to the ideas reflected in the minutes of the Program Planning Committee. In fact, I think they have done a commendable job in bringing up the subjects of most importance. I would only wonder if this many areas can adequately be covered during this length of time. There are two things partially referred to by the committee that I would like to see receive more emphasis:

(1) There is no doubt in my mind that the country can afford both "guns and butter." While I deplore the cost of the war as well as other things about it, the fact remains

we have this very costly expenditure and it is likely that it will continue for some time to come and, therefore, are the implications of the nation deliberatly turning its back on providing adequate financing for the needed domestic programs in which we have a particular interest? And, can anything be done about it?

(2) I think the whole black power business in its most negative and destructive form will create more and more problems for us and for the society as a whole. And, I think we need some sane, sensible commentary on this. At the recent NAIRO meeting James Farmer gave a very sound and rational analysis of what I think might be termed a healthy interpretation of black consciousness and self development. At our recent Annual Meeting Kenneth Clark gave what I think was a profound and courageous speech in which he linked the outspoken black power advocates as being the Booker T. Washingtons of the present time. It might be helpful for the Clearing House participants to be exposed to this kind of interpretation and thinking.

If Ken will every finish editing it we hope to rush his speech into print and, of course, I will see that you get a copy.

Enclosed is our annual contribution which, for once, you didn't have to remind me of.

With warm regards,

Sincerely,

Paul Anthony
Executive Director

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

November 24, 1967

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth St., NW,
Atlanta, Georgia - 30303

Dear Paul:

I'm just delighted to hear from Fred Routh that you've agreed to be one of our Advisory Board members.

We're going to be mighty proud to have your name up in the top corner of our letterhead!

And now, since you are on the Advisory Board, can I ask you for a bit of Advice, please?

We are just starting to plan the program for our 1968 conference. I am enclosing a copy of the Program Committee's first minutes. Could you possibly find time to look through them and give me your opinion about which -- if any -- of them would make constructive conference discussion topics, or whether you can think of some other approach to the civil rights situation that would be more profitable?

The committee's next meeting, as you'll see, is Thursday, November 30. I'd surely be grateful to have your reaction by that day.

All the best,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

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Minutes November 21, 1967

PROGRAM PLANNING COMMITTEE

1968 National Civil Liberties Clearing House Conference

Attendance : The Program Planning Committee for the 20th annual conference of the National Civil Liberties Clearing House held its first meeting on Tuesday, November 21, 1967, at 1637 Massachusetts Ave., NW, with the following attendance: Jacob Clayman, Industrial Union Department, AFL-CIO, Clearing House chairman; the co-chairmen of the Committee, Walter G. Davis, AFL-CIO Educatkon Department, presiding, and J. Francis Pohlhaus, N. A. A. C. P.; Marvin Braiterman, Unkon of American Hebrew Congregations; Anne Foss, American Jewish Congress; Robert E. Jones, Unitarian Universalist Association; Dr. John Turnbull, National Council of Churches. (Absent: Harold Fleming, Potomac Institute, and Frederick Routh, NAIRO.)

Next Meeting : THURSDAY NOVEMBER 30, at 3 p.m. at 1637 Mass. Ave., NW. (PLEASE CALL M.A.B. at Dupont 7-6300 to confirm your attendance.)

Conference Time and Place : The conference is scheduled for March 21 and 22, 1968, and we have reservations for the Hotel Washington Hilton.

Session Format : After reviewing the 1967 conference program and its format, the Committee decided to follow approximately the same arrangement and to aim at developing varying points of view on each topic, with the number of speakers for each session depending on what seems the best way to accomplish this. The need for getting responsible speakers of strongly divergent views was also stressed.

Anniversary Year : Mr. Clayman stressed the importance of the 1968 conference, both because it will mark the 20th anniversary of the Clearing House and because, as an election year, it is likely to see an exacerbation of civil rights and civil liberties problems.

Possible Dinner Speakers : The Committee felt that the dinner meeting should present an overview of civil rights and civil liberties in the past 20 years, covering the changes that have occurred, the points of significant progress or lack of it, and the problems ahead, and that the speaker should be someone who has been at the forefront of these issues. Suggested were:

Senator Paul H. Douglas Justice Thurgood Marshall Herblock

Vice President Humphrey should also be invited to speak, but because his schedule is always so uncertain, the dinner program should not be dependent upon him.

Possible Themes : Mr. Davis stresses that this first meeting was not expected to reach any decisions, but was aimed rather at broad preliminary discussion of areas that might be good bases for conference topics. He also noted that suggestions should be keyed to the situations we may be facing next Spring, so far as we can look ahead now to that time. Some of the first-round ideas considered overlap and would require sharpening and re-defining. Not in any order of choice, these included:

A) New alliances for urban and racial progress: the increasing concern of the private sector with the re-shaping of the urban environment and its growing involvement in inner-city programs; the Urban Coalition approach with its aim of utilizing the combined efforts of business, industry, labor, the urban political structure and private agencies to improve the condition of the urban poor. (Mrs. Baldinger summarized some programs already initiated by Ford, the Michigan Bell Telephone Co., and Chase Manhattan Bank. Mrs. Foss raised the question of compensatory treatment in employment, job training, education, housing. Mr. Braiterman felt such a session should include the critical position, advanced by J.K. Galbraith, that government may be trying to use the private sector to conceal its own unfulfilled responsibilities, and should emphasize what is not being done as well as what is.)

B) Today's racial cleavage, antagonisms and conflict : against the background of last Summer's riots and the pessimism about 1968, what is happening to civil rights in the light of the black power thrust, with its repudiation of democratic procedures and its totalitarian attitudes; the growing desire of the black community to run its own institutions, control its own establishments, operate through its own decisions without white help or involvement; the possible courses for white liberals; the question of maintaining inter-racial co-operation for the same goals, considering Negro desperation and white inflexibility. This would also include the question of whether urban violence can be controlled, and federal and private plans now being considered to attempt to control it.

C) Race and the mass media -- television, radio, newspaper and magazine treatment of race and racial issues and incidents; question of the impact of news media on the development of violence; changes in the influence of news methods, since the Negro poor rely mainly on radio and television as news sources; question of the responsibility to report a story objectively against the responsibility to help preserve the peace; this topic could also include textbook handling of Negroes and other racial and economic minorities. (NOTE : Subsequent to the meeting, FCC Commissioner Nicholas Johnson in a speech to a regional conference of the National Association of Broadcasters defined this issue as "What are you doing to encourage communication between the blacks and the whites in your community?" and held that broadcasting so far has done more to build walls than bridges between the races. He urged broadcasters to help make a "massive national effort to close the understanding gap which divides white Americans from black Americans." While in 1964 we had a conference session on The Lessons of Dallas : Threats to Fair Trial and Free Press, the present racial context seems to vary enough from that to make this a constructive topic now.)

D) The 1968 political campaign — a "cautionary preview" of the emerging issues, and the civil rights and civil liberties questions involved, such as black power and the white packlash and the methods of the extreme right and the extreme left; the probable meaning and effects of the Wallace campaign; the use of the electoral machinery and the electoral process; the best informed opinion we can find to forecast the civil rights and liberties outlook.

E) Dissent, in the context of the Viet Nam war, and its escalation to protest and to "resistance" through acts of civil disobedience; the relationship between the authority of conscience and the authority of the state; the rights and duties of a democratic moral man in a democratic society when he considers its actions or laws immoral; the factors in public philosophy that affect dissent and permit or restrict its expression; a definition of the boundaries of protest and of the government's responsibilities or duties when these are ignored or flouted. Among the issues the Committee discussed were those of counseling others to disobey the law; interference with the free speech and movement of others; official statements that differentiate between the right to express dissent and the propriety of exercising that right under certain conditions. It was emphasized that any discussion in this area would have to be confined to the civil liberties questions involved and could not extend to foreign policy matters.

F) Civil liberties in relation to sexual and social nonconformity, including the legal rights and status of homosexuals, birth control and abortion, problems of social drop-outs and a-social individual behaviour.

-o- -o- -o- -o- -o-

At the November 30 meeting, the Committee will make a selection of three topics for conference discussion from those outlined here or from any others that may be proposed. Members are asked to bring their suggestions for program personnel for the topics they favor.

-o- -o- -o- -o- -o-

National Civil Liberties Clearing House

File

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Executive Director
MARY ALICE BALDINGER

December 1, 1967

Mr. Paul Anthony,
Executive Director,
Southern Regional Council,
5 Forsyth St., NW,
Atlanta, Ga. -- 30303

Dear Paul:

Thanks so much for your good letter of November 27, and for:

1) Your suggestions for our 20th annual conference; the Program Planning Committee thought your ideas were very constructive and intends to incorporate them in the conference program.

2) Your lovely check for $150. I'm almost as pleased at your sending it without having been reminded as I am that you increased the SRC's contribution.

Kenneth Clark's talk at your annual meeting sounds very perceptive as well as brave. I look forward to reading it when you've got it published. Myself, I'd like to invite him to talk at our conference -- but of course that'll depend on how the committee finally works things out.

All the best ,

Sincerely,

Mary Alice

Mary Alice Baldinger
Executive Director

23

file

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Counsel
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Executive Director
MARY ALICE BALDINGER

Mr. Paul Anthony, Director,
Southern Regional Council,
5 Forsyth St., N.W.,
Atlanta, Georgia 30303.

Dear Paul — any chance of your being able to come? I do hope so. Mary Alice

Dear Paul,

The Literature Committee for the 20th annual National Civil Liberties Clearing House Conference, to be held here March 21 and 22, invites your organization to bring its publications to the attention of the nearly 200 agencies that will be represented at the meeting.

We are planning the distribution of literature related to the concerns of the Clearing House and of the Conference -- civil rights, civil liberties, intellectual freedom and human rights. We especially want material dealing with every aspect of work toward equality; urban problems, with emphasis on inter-group relations; freedom of speech and thought and related civil liberties issues; extremism in relation to individual liberty; and the administration of justice.

If you wish to accept this opportunity, we ask you to send us 50 or 100 copies each of not more than three pieces of cost-free literature which is timely and related to the Clearing House interests. Please don't send promotional material, since most of our conferees are already well familiar with organizational programs.

We don't have facilities for posters or displays, and we cannot undertake responsibility for material for which there is any charge.

Please mail your material early enough to assure delivery by Monday, March 11, to:

National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

We will welcome your cooperation, and we are glad to be of service in bringing your publications to the wide inter-organizational audience which the Conference will offer you.

Elizabeth Wright
Elizabeth Wright
D. C. Public Library

J. Leon Henderson
J. Leon Henderson
National Alliance of Postal & Federal Employees

Co-Chairmen, Conference Literature Committee

Mary Alice Baldinger
Mary Alice Baldinger, Executive Director

2/21/68

See - Nat'l Civil Liberties Clearing House

MEMORANDUM February 27, 1968

To: Bernice C. Cook

From: MMJohnson

Bernice,

Please have packaged up and sent -- 350 copies of our ORANGEBURG REPORT to Mrs. Mary Alice ~~Baldinger~~ Baldinger, National Civil Liberties Clearing House. (label attached).

thanx, mmj

February 27, 1968

Mrs. Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue, N. W.
Washington, D. C. 20036

Dear Mary Alice:

Under separate cover we are sending you the requested 350 copies of the Orangeburg report.

Enclosed are my registration form and check. Look forward to seeing you then.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Enclosures - 2.

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Executive Director
MARY ALICE BALDINGER

February 26, 1968

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth St., NW
Atlanta, Georgia - 30303

Dear Paul:

How I hope the warnings in your "Events at Orangeburg" will be heard and heeded!

This is just the sort of thing I would like to use in the background information kits we will be preparing for our conference.

If you have the report in large quantities, would it be possible for you to give me 350 for this purpose?

And if you can, would you have them forwarded as soon as possible?

Gratefully, as always,

Yours,

Mary Alice

Mary Alice Baldinger

PS -- If 350 is too many, would you give us just as many as you can?

SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH STREET, N.W., ATLANTA 3, GEORGIA

PLEASE ACKNOWLEDGE RECEIPT AND RETURN.

November 21, 1968

Miss Mary Alice Baldinger
Executive Director
National Civil Liberties Clearing House
1637 Massachusetts Avenue,N.W.
Washington, D. C. 20036

Dear Mary Alice:

Fortunately your letter arrived just before I was leaving and I hasten to respond. Normally we would be pleased to make the same contribution as last year but since moving is such a traumatic experience we up it to $50.00 more this year.

Enclosed is our check for $200, along with sincere appreciation for your work.

Sincerely,

Paul Anthony
Executive Director

PA/km

Enclosure - Check $200.00

Received 11-25-68.
Thank you!
Mary Alice Baldinger

NATIONAL CIVIL LIBERTIES CLEARING HOUSE
1637 Massachusetts Ave., N.W.,
Washington, D. C. - 20036

National Civil Liberties Clearing House

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Executive Director
MARY ALICE BALDINGER

34

November 25, 1968

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, NW
Atlanta, Georgia -- 30303

Dear Paul:

Thank you so much for

1) Your check.

2) Your speed in sending it.

3) Your thoughtfulness and kindness in upping it from $150 to $200.

It would be hard to say which of the above I am more grateful for!

Sincerely

Mary Alice

Mary Alice Baldinger
Executive Director

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Washington, D. C.

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NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. • WASHINGTON 6, D.C. • 387-7050

M E M O R A N D U M

TO: All Members
FROM: Fred Routh
SUBJECT: NAIRO Annual Election

Enclosed is the official NAIRO Ballot for this year's election of Officers, Board Members, and Nominating Committee Members. Enclosed, too, is a thumb-nail reminder of the candidates' backgrounds.

We are indebted to the 1962 Nominating Committee, headed by Harold Lett of the NCCJ's national staff, for this fine slate.

Please fill in your ballot and mail it to:

NAIRO---ELECTIONS
2027 Massachusetts Ave., N.W.
Washington 6, D. C.

no later than November 20th. Results of the election will be announced at the Annual Conference (November 28th - December 1st) at the Sheraton Park Hotel, Washington, D. C., and in the December Newsletter.

Modest changes had to be made in a very few cases in the nominees from certain areas to conform with By-Laws requirements.

fib

PLEASE NOTE!!
THE LAST PARAGRAPH REFERS ONLY TO CANDIDATES FOR THE NOMINATING COMMITTEE.

Young People
Crooked and Crooked

Ty Wells -

Marshall Blan -

Is Not Passing - South to Hand

1885 -

Hand Choice -

Crooked Cross

F. John Cole Episc. N.
Mobile, Ala.

PHINEAS INDRITZ
COUNSEL Am. Vet. Comm.
1725 DUBLIN DRIVE
SILVER SPRING, MARYLAND

Memo on Miss. Lands for schools -
Send New South

1 New South each -

- over -

ARC - Natl Offi

1830 Jefferson Pl. NW

Washington 6, DC

Joel Mann

Recent Developments in Va.

Va. is a state of Mind –

right now a pretty sick girl –
neurotic not psychotic

the cradle and the grave of Democracy –

Put Virginia on the psychiatrist's couch –

77V's Fearfully Freighted Virginia –

Compartmentalization –

Living, breathing, growing every hour – Hung Gough –

Good Signs –

1. Democratic underground –
enlightened business men.
2. Young people – progressive –
3. Great Clergy Uprising –
4. People can now talk about segregation
– Taboo cleared –

Jim McCain

Clarendon County - '46 Negroes petitioned for 2 new class rooms - on Negro School; Principal fired <

March '54 Mullins' Negroes petitioned for Equal facilities. J. McC, Principal; fired -

July 15th 3 Judges decision - followed by Committee of 52 - prominent people. to oppose Sp Ct. SG Rogers - young atty foaming at mouth - getting rich setting up WCC now can't get Negroes on TV.

Rogers "We will use any means, lawful or unlawful, to prevent integration in SC."

I have to leave -
Could you ask Routh
to tell where letters &
Contributions can be
sent to assist Montgomery
"Protest" (Responsible
party)

Rev. M. L. King

Montgomery Improvement Assoc

c/o Mr. Clarence Mitchell -

Right of Petition -
Magna Carta

Henry M Bain Jr
4117 Leland St
Chevy Chase 15
Maryland

Prof. Harold Lasswell -

Rob. Marshall Civil Liberties Trust.
521 5th Ave NY
40 Marshall Beatter Kleine
info - Civil - Greene +
- activities - Opton
program -
financing
etc.

Maggie Donnelly

Press Case on Hard Contacts
Week 25 [illegible].

February 21, 1955

Miss Frances Levenson
Acting Director
National Committee Against Discrimination
in Housing
35 West Thirty-Second Street
New York 1, New York

Dear Miss Levenson:

I wish I could be present for the Conference in Washington, March 14th, but a heavy travel schedule, previously arranged, makes me unable to get there.

I have been to one or two earlier meetings, and enjoyed them and thought that you were the best of people pursuing good aims with wisdom and energy.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Dictated by Dr. Mitchell/signed in his absence.

National Committee Against Discrimination in Housing

35 West 32 Street, New York 1, New York

LOngacre 4-4069

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Secretary

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~~*Director*~~

KATHERINE MORTON
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FRANCES LEVENSON
[redacted]
Acting Director

February 18, 1955

FEB 21 1955

Mr. George Mitchell
Southern Regional Conference
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

We join in inviting you to attend a major policy conference on housing problems facing minority groups, to be held in Washington on March 14 at the Hotel Statler. The purposes of the meeting are more fully described in the enclosed statement.

The actual expansion of segregated neighborhoods in the United States is a challenge we cannot ignore. We must plan now to meet this threat, if the advances of the past decade are not to be nullified.

Because of your special leadership position we are particularly anxious for you to participate. Would you please let us know at your earliest convenience whether you will attend.

Sincerely yours,

Lester Granger

Lester Granger

Walter P. Reuther

Walter Reuther

Walter White

Walter White

Come work

Member Organizations: AMALGAMATED CLOTHING WORKERS OF AMERICA, CIO; AMERICAN CIVIL LIBERTIES UNION; AMERICAN COUNCIL ON HUMAN RIGHTS; AMERICAN FRIENDS SERVICE COMMITTEE; AMERICAN JEWISH COMMITTEE; AMERICAN JEWISH CONGRESS; AMERICAN VETERANS COMMITTEE; ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH; COUNCIL FOR SOCIAL ACTION, CONGREGATIONAL CHRISTIAN CHURCHES; FRIENDSHIP HOUSE; JEWISH LABOR COMMITTEE; MIGRATION DIVISION, PUERTO RICAN DEPARTMENT OF LABOR; NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE; NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS; NATIONAL COUNCIL OF NEGRO WOMEN; NATIONAL COUNCIL OF CHURCHES OF CHRIST, RACE RELATIONS DEPARTMENT; PRESBYTERIAN CHURCH USA, DEPARTMENT OF SOCIAL EDUCATION AND ACTION; UNITED AUTO WORKERS OF AMERICA, CIO; UNITED STEELWORKERS OF AMERICA, CIO

NATIONAL COMMITTEE AGAINST
DISCRIMINATION IN HOUSING
35 West 32nd Street
New York 1, New York

CONFERENCE
ON
HOUSING PROBLEMS FACING MINORITY GROUPS
March 14, 1955
Hotel Statler Washington, D. C.

: : :

We believe that housing is increasingly becoming today's number one civil rights problem. Since the Supreme Court decisions outlawing segregation in the schools certain groups, fearful that the next step will be to end segregation in housing, have intensified their campaign for racially defined neighborhoods. If they are successful in establishing this "shiny new ghetto" pattern throughout the country, American children will continue to go to segregated schools, and the significance of the education decisions will have been nullified.

While these plans to ghettoize go ahead, failure of government housing programs to cope with the minority housing problem is resulting in further intensification of segregation.

If these trends are permitted to go unchallenged, segregated living may be established for generations to come. Now is the time to develop programs to assure democratic housing. We are therefore extending a personal invitation to you and other leading citizens and heads of national organizations to meet together in Washington at the Hotel Statler on Monday, March 14, at 10:00 a.m. to discuss the housing problems facing minority groups, and to arrive at concrete proposals for concerted action by all our organizations. The conference program is as follows:

Morning Session -- 10:00 a.m.

Discussion of the nature and dimensions of the problem, to be keynoted and led by Loren Miller.

Afternoon Session -- 2:00 p.m.

Development of a coordinated action program. Discussion will be led by George L-P Weaver and Algernon D. Black.

We hope you will make every effort to attend.

Lester Granger

Walter Reuther

Walter White

File

National Committee Against Discrimination in Housing

35 West 32 Street, New York 1, New York

LOngacre 4-4069

ALGERNON D. BLACK
Acting Chairman

LOREN MILLER
Vice-Chairman

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FRANCES LEVENSON
Director

MARGARET FISHER
Assistant to the Director

July 21, 1958

Dear Harold:

The enclosed is the first issue of Trends under my editorship. There's plenty of room for improvement, but I find myself in a state of amazement that I could produce the copy, do the lay-out, handle a New York printer, and direct the distribution after too many years away from this! Add to that the fact that I have scarcely scratched the surface on this exciting business of open occupancy housing, and then treat me gently.

But not too gently! Put this under your microscope when you can spare a moment, and do let me have the benefit of your advice.

Warm regards to you and the family.

Margaret
MARGARET FISHER

Mr. Harold Flemming
Southern Regional Council
Auburn Avenue
Atlanta, Georgia

Member Organizations: AMALGAMATED CLOTHING WORKERS OF AMERICA; AMERICAN CIVIL LIBERTIES UNION; AMERICAN COUNCIL ON HUMAN RIGHTS; AMERICAN ETHICAL UNION; AMERICAN FRIENDS SERVICE COMMITTEE; AMERICAN JEWISH COMMITTEE; AMERICAN JEWISH CONGRESS; AMERICAN VETERANS COMMITTEE; AMERICANS FOR DEMOCRATIC ACTION; ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH; COUNCIL FOR SOCIAL ACTION, CONGREGATIONAL CHRISTIAN CHURCHES; COOPERATIVE LEAGUE OF THE USA; FRIENDSHIP HOUSE; INTERNATIONAL LADIES' GARMENT WORKERS' UNION; JEWISH LABOR COMMITTEE; LEAGUE FOR INDUSTRIAL DEMOCRACY; MIGRATION DIVISION, PUERTO RICAN DEPARTMENT OF LABOR; NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE; NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS; NATIONAL COUNCIL OF NEGRO WOMEN; NATIONAL COUNCIL OF CHURCHES OF CHRIST, RACE RELATIONS DEPARTMENT; NATIONAL URBAN LEAGUE; PRESBYTERIAN CHURCH, USA, DEPARTMENT OF SOCIAL EDUCATION AND ACTION; RACE RELATIONS DEPARTMENT, AMERICAN MISSIONARY ASSOCIATION DIVISION, BOARD OF HOME MISSIONS, CONGREGATIONAL CHRISTIAN CHURCHES; UNITED AUTO WORKERS OF AMERICA; UNITED STEELWORKERS OF AMERICA.

TRENDS IN HOUSING

Published bi-monthly by

National Committee Against Discrimination in Housing

VOL. II NO. 4 JUNE-JULY 1958 $2 A YEAR

Levitt's NJ Town "For Whites Only"

Levittown No. 3 was launched on June 6 by builder William J. Levitt with a public announcement that New Jersey's largest private home development will fly a "For Whites Only" banner.

The planned community of 15,000 homes matches in size and investment its predecessors at Levittown, L. I., and Levittown, Pa., both of which Mr. Levitt describes as "white communities."

Levittown, Pa., was the scene of a nine days' reign of terror last August when William Myers, a Negro engineer, purchased a Levittown home from a private owner. Both pro- and anti-integration citizens agreed that Levitt's restrictive policy played a major role in the disturbance. (*Trends,* Sept.-Oct. 1957)

When a second Negro family recently moved into the Pennsylvania Levittown, authorities took a firm stand that no disturbances would be tolerated and the move was made without incident. The Myers family is living a normal suburban life. A number of nonwhite families now live in the Long Island development.

The projected New Jersey Levittown is situated in Burlington County, a completely rural area ten miles from Philadelphia and within commuting distance of Camden and Trenton. The homes will sell from $11,500 to $14,000.

FHA Involved

On June 6, the *New York Times* reported that long-term mortgages would be insured by the Federal Housing Administration. When asked about a N. J. law which bars discrimination on the basis of color or creed in government-insured housing, Levitt said, "It is neither applicable nor enforceable as far as we are concerned. We are standing pat." (*N. Y. Herald Tribune,* June 8, 1958)

Sales were started on June 8, when six sample homes were opened for inspec-

(*Continued on page* 2)

National Experts View Major US Housing Ills

Twenty-three years after the Federal Government first stepped into the housing picture, America is no nearer to solving its housing problem than when it began. Despite billions in Federal commitments, we are still a nation . . . of the great un-housed, mis-housed, or dis-housed, yearning to be re-housed.

CHARLES ABRAMS in U. S. Housing: A New Program.

With the country's attention drawn to the debate in Congress on the crucial 1958 omnibus housing bill, *Trends* called on a cross-section of nationally recognized housing experts to outline what they consider to be America's major housing problems and to suggest solutions.

Participating in the symposium were Charles Abrams, international housing authority and chairman of the New York State Commission Against Discrimination; Ben Fischer, Housing Director for the United Steelworkers of America; Reginald A. Johnson, Housing Director for the National Urban League; Madison S. Jones, Housing Director for the NAACP; Dr. Robert C. Weaver, author of *The Negro Ghetto* and other important works on housing, and New York State Rent Administrator; and Dr. William L. C. Wheaton, Director of the University of Pennsylvania's Institute for Urban Studies. Also participating was Gurney Breckenfeld, News Editor of *House and Home,* the Luce publication for the building industry, whose views are presented separately.

There was general agreement among the experts on three major points: 1) the housing shortage is *unnecessarily* becoming sharper, 2) the nation's housing problems are inseparable from the housing problems of minorities, and 3) the "no-man's land" is housing for middle-income families.

The Dilemma

The consensus among housing experts is that a minimum of 2 million new homes are needed each year to provide decent shelter for American families. In 1957, the total dwelling starts were slightly

(*Continued on page* 2)

1958 Housing Act Facing Struggle

On June 11, the Housing Act of 1958 emerged from the Senate Committee on Banking and Currrency with conflicting points of view calling it "a tricky mixture of good and bad news for private enterprise" (*House and Home,* July 1958), and "a new Bill of Rights to achieve housing for families of low income" (National Housing Conference, June 1958).

Over vigorous opposition of the Administration and real estate groups, the bill as reported out of the Senate committee included major boosts to public housing and urban renewal.

Public Housing. The bill provides for increased administrative responsibility by local housing authorities, including the responsibility for establishing rents and eligibility requirements. It calls for planning projects as part of well-balanced and protected neighborhoods, and of sound architectural patterns with the lowest feasible density.

Also, it provides that a tenant whose income increases may remain in his apartment through purchase or payment of non-subsidized rent, if private housing is not available. The bill authorizes 35,000 additional units and extends the present

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Experts View US Housing Ills

(*Continued from page* 1)

over one million, and the anticipated construction rate for 1958 is considerably lower.

Further, even those houses that are being built are not available to the majority of the people. Restrictive practices keep a sizable percentage of the citizenry out of the housing market. Moreover, a survey reported in the 1958 Housing Yearbook reveals that only one-fourth of the families in the U. S. could afford to buy the cheapest new 3-bedroom houses at the end of 1957.

¶ Dr. Wheaton pointed out that only the higher income families can afford new housing at present costs and on present terms. "As a result," he said, "one-third of the building industry is now idle and the repercussions of this depressed condition are felt throughout the economy."

Number One Problem

¶ Mr. Fischer: "You can't separate the problem of providing new housing at appropriate monthly costs from the problem of discrimination." Adequate housing is essential, he said, if discrimination is to be abolished and slum clearance is to be kept from becoming slum transference. "This," he continued, "is not only our Number One housing problem, but our Number One domestic problem."

¶ Dr. Weaver: "A basic issue now before the country is whether the government's aid to housing will be used to support construction of high-priced dwellings or employed to meet the needs of minorities, low-income and displaced families. Solution of this issue will go far in determining the degree to which our expressed goal of a decent home for every American family is realized in our life time."

¶ Mr. Jones cited FHA and VA assistance to builders who practice racial and religious discrimination as a major problem. Secondly, he pointed to the role of the Federal Government and municipalities in the urban renewal program. "Positive use of this program," he declared, "can be a boon to any community. Its negative use can result only in adding to and prolonging the present housing ills so apparent in every American city."

¶ Mr. Abrams found present formulas for home construction and lending "are simply not set up for the lower-income family, the middle-income family, the large family, the migrant, the slum dweller, the elderly—in fact, for any of the folk who need housing most."

¶ Mr. Johnson asserted the lack of knowledge of human problems has resulted in the critical displacement and re-housing dilemma. "Federal housing agencies," he averred, "should be more than just policemen of the many regulations essential to meet legislative requirements." He called on government to plan for democratic community rebuilding.

Some Solutions

There was also extensive agreement on proposed solutions. Priority was given to 1) increasing the total housing supply, 2) government action to assure an unrestricted housing market, and 3) a decisive rearrangement of financing terms for middle-income families.

Expansion of the urban renewal and redevelopment program, based on wise planning, revised relocation policies, and careful examination of workable programs was considered essential. It was suggested that the cost of urban renewal housing should be related to the needs of middle-income families.

Revision of the public housing program to include the use of more open and predominantly open sites, sale or continued rental of public housing units to over-income tenants, less emphasis on slum clearance and more on an increased housing inventory, positive steps to attain integration—all were termed vital.

Other proposals included Federal assistance to make possible more cooperative housing, and long-term loans with low interest.

Mr. Abrams said the time for a Department of Urban Affairs, with Cabinet rank, is long past due.

Industry Viewpoint

For an industry point of view, *Trends* made contact with Gurney Breckenfeld of *House and Home*. Mr. Breckenfeld stated that housing's hardest problems are sociological and political rather than technical. He called for fundamental reforms of archaic state and local laws "to let home building price itself back into the market." Mr. Breckenfeld stated that legislation in favor of better housing for everybody who can't afford it is idealistic, but "seems to create almost as many problems as it poultices."

"Every time Congress gives a new segment of the population some specially favored FHA terms or a call on Fanny May special assistance mortgages," declared the editor, "it penalizes everybody else in the nation."

"At the rate housing is headed," Mr. Breckenfeld concluded, "it may soon be in a Federal strait jacket—like agriculture."

Levittown, NJ "For Whites Only"

(*Continued from page* 1)

tion. Approximately 200 dwellings have been sold. Negro home seekers have been refused application forms, and a complaint has been filed with the N. J. Division Against Discrimination.

Protests of Levitt's discriminatory policy mounted in a matter of hours. Speaking for the NCDH board, Acting Chairman Algernon D. Black told the press: "We are shocked that, despite the New Jersey law, Mr. Levitt has publicly announced his intention to establish a racially-exclusive community. We look to the Federal Government to decline partnership in any undertaking which so manifestly violates both the spirit and the letter of the law."

The N. J. Assembly unanimously adopted a resolution rebuking Levitt and stating that "discrimination will not be tolerated within the borders of the state."

N. J. Senator Clifford P. Case, Roy Wilkins, Executive Secretary of NAACP, Fr. John LaFarge, founder of the Catholic Interracial Council, builder Morris Milgram, the American Civil Liberties Union, the National Community Relations Advisory Council, and many other organizations and individuals publicly urged both the Federal and state governments to take action, under existing laws, to stop the development of an all-white city in New Jersey.

Protest Meeting Held

More than 300 persons representing some 35 organizations held a protest meeting in Trenton on July 1. A permanent New Jersey Committee Against Discrimination in Housing was organized.

Despite the storm of protest, Levitt's corps of builders moved into high gear and expect to be building 100 homes a week by September.

Taking cognizance of the national and international implications inherent in the New Jersey situation, NCDH moved in on all fronts:

¶ A delegation representing its 27 major church, minority group, labor and civic organizations conferred with FHA Commissioner Norman P. Mason in Washington. The group emphasized the cooperative agreements between FHA and all states having laws prohibiting discrimination in government-insured housing. It urged that FHA publicly reject Levitt's application for a commitment on the ground that the intention to discriminate has been admitted by the builder. It was

(*Continued on page* 3)

Levittown, NJ

(*Continued from page* 2)

pointed out to Commissioner Mason that issuing an FHA commitment in the face of Levitt's statement would be tantamount to aiding and abetting violation of state law.

¶ An appeal was sent to Gordon M. Tiffany, Director of the President's Civil Rights Commission, urging him to investigate the proposed Levittown, N. J.

¶ A joint delegation from the newly formed N. J. Committee Against Discrimination in Housing and the NCDH conferred with Governor Robert B. Meyner on July 7. The group urged 1) that he instruct the N. J. DAD to process complaints against Levitt and issue a finding as quickly as possible, and 2) that he instruct the Attorney General to explore possible action to revoke Levitt's corporate charter and to enjoin him from continuing to build in the light of his announced intent to violate the N. J. constitution, public policy and statutes.

As *Trends* goes to press, Mr. Levitt has not indicated consideration of any change in his racial practices. FHA has issued conditional commitments for over 200 of the first houses to be constructed. The N. J. Division Against Discrimination is processing a complaint against Levitt, and if the complaint is found to be valid will call on FHA to honor its agreement to withhold any further mortgage commitments from the project until Levitt revises his selling policies to conform to state law. Governor Meyner has stated publicly he will act to prevent the establishment of a segregated Levittown in New Jersey.

Snowden Promoted to FHA Intergroup Relations Post

FHA Commissioner Norman P. Mason has announced the promotion of Dr. George W. Snowden to the newly-created post of Assistant to the Commissioner, Intergroup Relations Service. For the past five years, Dr. Snowden has been Minority Group Housing Advisor on the Commissioner's staff.

In announcing Dr. Snowden's new position, Commissioner Mason said, "Whenever a government agency is concerned with the public welfare, it is its responsibility to see that no elements in the population are excluded from its program, and, indeed to make sure that all elements have the same chance of inclusion."

Restricted FHA & VA Housing Found Unconstitutional

In a landmark decision handed down in June, discrimination in the sale of housing involving FHA or VA financing was held unconstitutional by Judge James H. Oakley of the Superior Court in Sacramento, California.

The California case had been pressed for four years by Attorneys Loren Miller (NCDH Vice-Chairman) and Nathaniel S. Colley, co-chairmen of the NAACP's West Coast legal committee. The result contradicts a previous ruling in a case involving Levittown, Pennsylvania.

The plaintiff in the case was Oliver A. Ming, a would-be buyer who was refused consideration of his applications to purchase a new home in one of several FHA- and VA-insured subdivisions in Sacramento. Mr. Ming, a Negro, charged that the refusals were based solely upon his race and color. The defendants included the Sacramento Real Estate Board, a trade association and several real estate concerns.

The suit alleged that the defendants, in their use of Federal mortgage insurance were acting as instrumentalities of government, subject to constitutional guarantees of equal protection and non-discrimination. (*Trends,* Aug. 1956)

In his ruling, Judge Oakley declared that the Federal Government is strictly prohibited by the fundamental law from conferring benefits except on an equal basis — that "it cannot play favorites as to race, color or creed." He held that private builders who avail themselves of Federal support — that is, "the utilization of federal administrative process, the gaining of federal assistance in attracting buyers by advertising FHA and VA financing, the federal approval of plans, layouts, utility services, construction standards, and ultimately mortgage guaranties of loans upon federal assurance that adequate standards have been met" —that such builders commit themselves to the same principle of non-discrimination governing Federal activities.

In commenting upon the far-reaching implications of the decision, the *New York Times* said that in practical terms the ruling implies that a large portion of new housing can no longer be put on the market on a tacit whites-only basis.

"It is common practice now," said the *Times,* "when Negroes try to buy new houses in non-Negro developments to discourage them with a variety of excuses. Ending the practice would deal a blow to a form of segregation existent throughout the country that many Negro leaders consider as formidable as discriminatory statutes of Southern states: the concentration of Negroes in ghetto sections of communities through barriers to home-buying in white neighborhoods."

(Single copies of Judge Oakley's decision available from NCDH.)

Nat'l Council Sets Housing Institute

The National Council of Churches' Interdenominational Institute on Racial and Cultural Relations will concentrate on problems of discrimination in private housing at its 10th annual session to be held in Chicago in July.

The Institute serves as a practical laboratory for persons working for non-segregated churches in non-segregated communities.

Under the leadership of experts in the field of open occupancy housing, major attention will be given to the methods and techniques which are being used effectively in three or more cities to combat discrimination in the private housing market.

The Institute will be held at the McCormick Theological Seminary in Chicago, July 21-25, 1958. Dr. Alfred S. Kramer, Associate Executive Director of the Department of Racial and Cultural Relations of the National Council, will serve as Dean.

For further information contact: Dr. Alfred S. Kramer, 297 Fourth Avenue, New York 10, N. Y.

TRENDS *IN HOUSING*

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Founded in 1950, the National Committee coordinates the activities of 27 civic, labor, religious and minority organizations concerned with discrimination in housing. A subscription to *Trends in Housing* is $2 a year; for a group of 10 or more the rate is $1 each.

ALGERNON D. BLACK, *Acting Chairman*

FRANCES LEVENSON, *Director* MARGARET FISHER, *Editor*

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CORRESPONDENTS REPORT:

Philadelphia

An informal survey was recently conducted by the Philadelphia Commission on Human Relations to determine the demand by white purchasers for housing in the Germantown-Mount Airy section, an area of the city which has had some racial change.

The study by the CHR staff was confined to those purchases that occurred in the last two years, and is based on information supplied by residents of the area and the tax assessment records.

It was found that on fifteen blocks which had Negro occupants or were adjacent to such blocks, one or more white families had purchased homes in the last two years. The price of homes on these blocks varied from a low of $8,000 to a high of $30,000, with most purchases in the $10,000 to $14,000 range. The sales prices of the houses and the mortgage amounts were comparable to other sales in the area, which would indicate there were no special financial inducements involved.

The CHR states it is reasonable to assume these purchasers knew of the racial composition of the area before they bought. In fact, it was established that some buyers had difficulty convincing real estate operators they wanted to buy after this information was advanced.

Cleveland

The Cleveland (Ohio) Church Federation reports that the majority of its cooperating churches are racially inclusive in their active fellowship.

The report, based on questionnaires sent to the 300 participating churches, states that of the 219 which replied, 115 (52.5%) have more than one racial group active in church work. Interracial congregations comprise about 10% of the total number of churches in the nation.

Concluding with the statement that while in Cleveland the charge may no longer be true that "The most segregated hour in the week is 11 o'clock on Sunday morning," the Federation report points out that housing segregation is the greatest barrier to integrated churches. It proposes that church groups work to end housing discrimination by 1) encouraging their members to sign open occupancy covenants, 2) encouraging realtors to disregard race in the sale of homes, and 3) encouraging lending institutions to make loans on a non-discriminatory basis.

Seattle

Representatives of the housing industry — builders, architects, realtors, and lenders — have joined forces with church, labor and civic agencies in a cooperative effort to eliminate discrimination from the housing market in Seattle, Washington.

A member of the American Institute of Architects, Inc. will take office as president of the Greater Seattle Housing Council in July. John M. Morse, representative on the Council from the Washington State Chapter of AIA, will succeed current president William C. Newell, Jr., a representative of the Home Builders Association.

The Greater Seattle Housing Council was organized in 1956 (*Trends,* Dec. 1956) as an outgrowth of a five-year educational program on minority housing problems by the Civic Unity Committee of Seattle and its constituent groups. It is staffed by the Civic Unity Committee.

In a brochure entitled "The Open Door," the Council states that the nonwhite population of Seattle is increasing much more rapidly than the white, and that 90% of the nonwhite families live in a small, old area in the central city. The Council has undertaken to develop a public awareness of the barriers minority families face as they seek better housing. The brochure states, "Calm understanding leads the way to residential patterns more in keeping with our democratic ideals; eliminates the fear of economic loss; opens the housing supply to all families."

As its first research project, the Seattle Council is conducting a series of case studies of the experiences of nonwhite families who have moved into previously all-white neighborhoods. The interviews are done by teams of two—one a member of the housing industry, and the other a representative from the church or civic agencies. The studies are under the direction of Dr. Ernest A. T. Barth, Sociologist, and the results will be analyzed and reported in the fall.

Canada

The Canadian Labour Congress, at its recent convention in Winnipeg, demanded Federal action against discrimination in housing.

Specifically, the Congress called for amendment of the National Housing Act of Canada to prohibit the use of public funds to underwrite the activities of builders or real estate agents who practice racial or religious discrimination in the sale or rental of NHA financed homes.

Berkeley, Calif.

HOME (Housing Opportunities Made Equal) is the name chosen by a new community organization in Berkeley, California. The group will offer, with careful planning, a non-discriminatory housing listing or introduction service.

Impetus for such service came from women of the First Unitarian Church of Berkeley, who enlisted the interest and support of many groups and individuals in forming a broadly-based non-sectarian agency.

Providence, R. I.

Appointment of a race relations officer to the Providence Housing Authority means new emphasis will be placed on orderly racial integration in that city's public housing projects, in the opinion of Charles M. Day, executive secretary of the Rhode Island Commission Against Discrimination.

Sirrouko Howard, a former project manager with a background of graduate study at Oxford University, was appointed by the Authority to fill the newly-created position.

Cincinnati

The segregated church is an ineffective missionary instrument, Dr. Galen R. Weaver, Secretary for Racial and Cultural Relations, Congregational Christian Churches, and NCDH Board member, recently told the Cincinnati Council of Churches.

Speaking at a Council workshop, Dr. Weaver offered the following guides based on his experience in working for church integration: 1) The pastor's firm leadership is essential; 2) few persons actually leave an integrating church; 3) denominational pronouncements can be helpful; 4) intergroup contacts, pastoral counselling, and work on common objectives are better than sermons; 5) social education and action must be an integral part of the congregation's program; 6) a willingness to come to grips with controversial questions must be developed in the church; 7) church leaders must become skilled in conducting meetings, handling controversy, and guiding group activities; 8) attacking specific discriminatory practices is more effective than an attack on attitudes.

Dr. Weaver stressed the point that the church cannot be integrated in a segregated community, and urged that the church work closely with civic movements to eliminate discrimination.

VA Aids NY SCAD Enforce Bias Law

The Veterans Administration has entered into an agreement with the New York State Commission Against Discrimination under which the VA will assist the state agency in eliminating discriminatory practices in VA-aided housing projects in New York State, it was announced on June 4.

The arrangement, first of its kind in the nation to be made by the VA, provides that the VA will disqualify builders from the benefits of future housing insurance if they are found guilty of discrimination against a veteran.

"The significance of the agreement," said Commissioner Charles Abrams, chairman of the N. Y. SCAD, "reaches beyond the curbing of discriminatory practices in federally-assisted housing. It may also highlight an emerging Federal policy under which Federal agencies will now aid in the enforcement of state civil rights laws where the state requests it."

The new VA policy, which involves the Federal Government's most active agency in the home-building field, is expected to have widespread results. Four other states (Massachusetts, Oregon, New Jersey, and Washington) have laws banning discrimination in publicly-assisted housing, and it is anticipated those states will seek similar agreements.

Urban Renewal Cuts Housing By 51,000

Racial minority aspects of the displacement and rehousing of families affected by urban renewal and redevelopment projects continue to plague housers.

Approximately 60% of the displaced families in a total of 276 approved projects are nonwhite, according to the latest official reports of the Urban Renewal Administration.

Further, the urban renewal program thus far has reduced the total housing supply by more than 51,000 dwelling units. For 276 projects, 155,262 original and 104,166 proposed dwelling units are reported.

At the end of 1957, 33% of the nonwhite families rehoused from 115 projects went into substandard or uninspected dwellings. Approximately 25% of the displaced nonwhite families and 10% of the displaced white families were rehoused in public housing.

Charge Federal Housing Reinforces Segregation

Charges that Federal housing programs are supporting and reinforcing the spread of residential segregation were made by NCDH Chairman Algernon D. Black in testimony before the Senate Committee on Banking and Currency at its hearings on the 1958 housing bill.

"For seven years," Mr. Black told the Senators, "the National Committee has urged that the benefits of Federal housing programs, which are supported by the tax monies of all citizens, be dispensed without discrimination based on race, religion, or national origin."

"Each year," he continued, "we are forced to say once more we are appalled by the fact that racial discrimination continues in federally-aided housing programs."

"Urban renewal developments continue to receive Federal approval and funds, despite plans for new segregated housing," Mr. Black asserted. "In Federal public housing, the majority of the projects are segregated. FHA and VA continue to underwrite racially exclusive suburbs. As a result," he went on, "it is the minority groups who live in substandard housing and slums."

Urban Situation Worsens

Pointing to the decline in population in rural America and the consequent increase in urban areas, Black told the Committee the housing situation is becoming more acute each year. More than two-thirds of the total population of the nation now lives in urban areas, with the nonwhite urban population increasing much more rapidly than the white, he said. By way of illustration, he cited the 14 largest metropolitan areas, where more than 1/3 of all U. S. citizens reside. Between 1940 and 1950 the total white population in those 14 cities rose 4 percent, whereas the Negro population leaped upward 68 percent.

"With the increasing exodus of middle and upper class whites to generally-restricted suburbs," Black continued, "there is emerging a national pattern of the older central city occupied by a growing concentration of nonwhite families surrounded by lily-white Suburbia, U.S.A. The economic, social and political consequences of this situation are appalling."

Emphasizing the fact that the Federal Government is the single most important factor in the national housing picture, the testimony pointed out that the Supreme Court's public school decision is being rendered ineffective by residential segregation. It called on the Congress, the Executive, and administrative officials to fulfill constitutional guarantees and pledges of equal opportunity.

The following survey of the three major Federal housing programs (Urban Renewal, FHA, and public housing) detailed the NCDH indictments:

Urban Renewal is reducing the supply of low-rent housing at a time of critical shortage—to date the program has resulted in a net loss of 51,000 homes. Two-thirds of the families displaced are nonwhites who are forced, by a restricted housing market and high rent and sales prices, into overcrowded ghettos, extending the fringes and creating new slums. (HHFA Administrator Cole has estimated that by June 30, 1960, 247,000 families will have been displaced by various government programs.) Developers are left free to "renew" presently integrated areas on a segregated basis. There is little use of open or predominantly open land. The race relations staff in the URA has decreased from five specialists to one.

FHA continues to underwrite segregated housing (see Levittown, page 1). Less than 2 percent of the total number of new homes insured by FHA since 1946 have been available to minorities—the majority of those in the South.

Public Housing persists in dispersing Federal funds for segregated housing, despite numerous court decisions which have held that segregated public housing is unconstitutional. Further, the displacement by slum clearance, the use of a high percentage of slum sites, the restrictions in the private housing market, and low incomes are resulting in threatening integration where it presently exists. The emphasis in public housing should be shifted from clearing slums to increasing the housing inventory.

Recommendations

Mr. Black called for unequivocal prohibition of discrimination in all federally-assisted housing programs. Among other recommendations which the NCDH called essential were:

- Assurance of adequate housing *before* slum clearance projects are approved.
- Use of open and predominantly open sites.
- The same relocation standards for

(*Continued on page* 8)

LEGAL ACTION BRIEFS

Ousted Brokers Lose to RE Board

In 1955, Realtor Harry E. Beddoe was fined by the Southeast Realty Board of Southgate, California, after selling a house to an American couple of Mexican descent. The board charged that Beddoe had violated a provision in the Code of Ethics of the National Association of Real Estate Boards that "a realtor should not be instrumental in introducing into a neighborhood" any element that would hurt its property values. Beddoe refused to pay the fine and was expelled.

Beddoe sued the board for damages, charging it with restraint of trade under California's so-called little Sherman anti-trust law. (*Trends,* Aug. 1956)

The Superior Court of California has ruled that the Southeast Realty Board was not acting in restraint of trade and was not liable for damages. In its opinion, the court, while it did not order it, suggested that the realty board restore Beddoe to membership "without delay upon the payment of his dues." Latest report is that Mr. Beddoe, who was in line for the presidency of the board, has not been reinstated.

Similarly, the same Southeast Realty Board fined and ousted Realtor Earl Wing for selling a house to an American-born couple of Italian and Spanish descent. Seeking reinstatement, Wing took his case to court. (*Trends,* Aug. 1956)

The Wing case was settled out of court, the realty board withdrew its fine, and agreed to reinstate Wing upon payment by him of all past dues.

UR Case Filed in Alabama

On June 9, a suit was filed in the U. S. District Court in Alabama to prevent the use of urban renewal funds for clearing an area which is now occupied by Negro residents and redeveloping it for white occupancy.

The plaintiffs in the case (Stephen Tate, et al, v. The City of Eufaula, Alabama, et al) argue that the underlying reason for the clearance is to circumvent the Supreme Court's decision by the establishment of a residential pattern which will automatically segregate the public schools. The section which the Eufaula Housing Authority proposes to redevelop is adjacent to the white high school. Seventy-two Negro families presently live in the area.

Religious Bias Upheld in Fla.

The Florida Supreme Court has held that an agreement between a real estate broker and a seller specifying that property should not be sold to a minority is binding and enforceable. (MacGregor v. Florida Real Estate Commission—Jan. 1958)

In September 1954, Duncan MacGregor, real estate broker, sold some Palm Beach property to a Jewish purchaser. The former owner, Herbert K. Allard, claimed that MacGregor had disregarded his instruction to restrict the sale to Christians, and called on the Palm Beach Real Estate Board to censure MacGregor.

Proceedings were initiated before the Florida Real Estate Commission to have MacGregor's license revoked. MacGregor appealed to the courts to quash the proceedings against him, arguing that if the license law authorized his suspension for not complying with a seller's desire to sell only to Christians, it was unconstitutional. The courts up through the State Supreme Court, declining to decide the case on any constitutional grounds, upheld the Commission's right to revoke MacGregor's license.

In a friend-of-the-court brief, the Anti-Defamation League argued that constitutional issues were involved. The League declared that the MacGregor case involved "a new technique through which the aid of the State is invoked to compel compliance with religious restrictions" in the sale of property.

Finally, the Real Estate Commission dismissed the charges and MacGregor retained his license. However, the decision of the Florida Supreme Court still stands.

1st Housing Hearings in N.J.

The New Jersey Division Against Discrimination will hold its first public hearing on a charge of discrimination in housing on July 15. The respondent is Centre City, a housing development in Bridgeton Pike, Gloucester County.

Frank G. Moore, Jr., of Philadelphia, the complainant, alleges he sought to purchase a home in the development and, after a series of delays, was finally told he could not do so because of his race.

The New Jersey DAD has jurisdiction over housing which receives government-insured financing.

1958 Housing Act—

(*Continued from page* 1)

70,000 unit authorization—of which only 8,000 have been used since passage of the 1956 Act. It makes it easier for public housing to be located in an urban renewal area.

Urban Renewal. Moving beyond the Administration's proposals and over its opposition, the bill as approved by the committee provides for a six-year program with an annual capital grant authorization of $350 million which could be increased by $150 million in any one year. It would maintain the present ratio for sharing land write-down cost of ⅔ Federal to ⅓ local. The Administration had requested a reduction of Federal participation aimed at a 50-50 sharing basis in three years.

The bill also authorizes relocation payments to families or businesses displaced from an urban renewal area by any governmental activity, including code enforcement, public roads or public works, even though the government action is not connected with the urban renewal project.

The Outlook

Supporters of "housing for those who need it most" feel the bill approved by the Senate committee is the best over-all Federal housing legislation in many years. However, they are quick to warn that the House is traditionally cool to public housing. Furthermore, the Administration is opposed to every section of the low-rent housing title and to many of the urban renewal provisions.

The House Committee on Banking and Currency opened hearings on the Senate version on July 7. Hearings will continue through July 18.

Albert M. Cole, HHFA Administrator, was the first witness at the House hearings. He criticized sharply many provisions in the bill, centering his attack on public housing. Mr. Cole testified that the bill "would have the cumulative effect of opening both existing and new public housing to occupancy by middle-income families."

In the Senate several drastic amendments to the reported bill are in prospect, with floor battles over them likely.

Louisville Begins Integration

As a result of a Federal Court order, Louisville's (Ky.) first Negro family has moved into a formerly all-white public housing project. Officials reported no incidents in connection with the move.

Literature

Available from NCDH

"Puerto Rico and the Puerto Ricans," compiled by Herbert Sternau, published by the Council of Spanish-American Organizations and the American Jewish Committee (1958). An outline on the basic history, cultural background and economics of the Island, and facts and figures concerning migration to the U. S. mainland. Lists services of the Puerto Rican Migration Division. (Single copies free, 10¢ mailing charge.)

"Interracial Neighborhoods in New Jersey Communities," published by the New Jersey Division Against Discrimination. A brief report with pictures on interracial areas in each of 14 towns and cities across the state. Covers private homes and rental housing; old and new structures; $8,000 to $50,000 investments.

"NCDH Testimony Before Senate Committee on Banking and Currency." Statement of Algernon D. Black, Acting Chairman, on 1958 Housing Act. (Mimeographed)

"HOUSING: The Role of the Real Estate Agent." Surveys the influence of real estate agents in maintaining religious discrimination in several cities. April-May 1958 issue of *Rights*, published by Anti-Defamation League of B'nai B'rith.

"Local Law No. 80, of the City of New York." Text of the Sharkey-Brown-Isaacs Fair Housing Practices Law, adopted in December 1957.

"The Sharkey-Brown-Isaacs Bill," prepared by the Commission on Law and Social Action, American Jewish Congress. A summary and analysis of New York City's new Fair Housing law. (Mimeographed)

"Fair Play in Housing for Everyone." A citizen's guide to understanding the New York City Fair Housing law. Questions and answers deal with coverage, application and administration of the law. Also available from the Commission on Intergroup Relations, 150 Nassau Street, New York 38, N. Y.

NCDH Literature List, Revised May 1958, with June supplement. (Mimeographed)

Available from Publisher

"Integration in Housing," Spring 1958 issue of the *Lawyers Guild Review*, devoted exclusively to the subject title. Appendix gives statistical data. Available from National Lawyers Guild, 154 Nassau Street, New York 38, N. Y. $1.00 per copy.

"Housing and Minorities — Urban Renewal." Spring 1958 issue of *Phylon Quarterly*. Proceedings and findings of the Regional Housing Clinic on Urban Renewal, held at Atlanta University in November 1957. Articles by Frank S. Horne, B. T. McGraw, Alexander F. Miller, George B. Nesbitt, George W. Snowden, and other experts from government and civic agencies. Published by Atlanta University, Atlanta 3, Ga. $1.25 per copy.

"The Civil Rights Story—1957," by Theodore Leskes. Reprinted from the *American Jewish Year Book*. Summarizes the major developments in civil rights from October 1956 through September 1957, reporting on discrimination in housing, education, employment and public accommodations. Published by The American Jewish Committee, 386 Fourth Ave., New York 16, N. Y. 20¢ each or $15.00 per hundred.

"Housing Yearbook—1958." Annual roundup of the National Housing Conference. Contains articles by distinguished housers, a prescription for achieving a well-housed America, bibliography of planning and housing, and statistical section. Published by NHC, 1025 Connecticut Avenue., N. W., Washington 6, D. C. $3.00 per copy.

"Residential Desegregation," by Helen B. Shaffer. A comprehensive study covering measures being taken to combat discrimination in housing, racial trends in city living patterns, and attitudes toward residential integration. Published by Editorial Research Reports, 1156 Nineteenth St., N. W., Washington, D. C.

"Delayed Action Problems in Changing Neighborhoods," by Dennis Clark. Reprinted from *Interracial Review* (Jan. 1958). Points out the need for long-term sustained programs to guide changing communities into the normal day-to-day relationships of neighborhood living. Published by the Catholic Interracial Council, 20 Vesey Street, New York 7, N. Y.

"A Builder With A Vision," by Albert Vorspan. June 15, 1958 issue *Congress Weekly*. Concord Park, Morris Milgram's housing project near Levittown, Pa., has stirred national interest in the first privately built development where "interracial" really means interracial.

Government Publications

"Aids to Your Community." Describes briefly the types of Federal assistance the Housing and Home Finance Agency offers communities in attacking problems of housing and urban development. U. S. Government Printing Office, Washington 25, D. C. 15¢ per copy.

Racial Separation Must Be Ended Says Chicago Political Scientist

A free real estate market is the first answer to stopping present deterioration of the nation's cities, according to Morton Grodzins, head of the University of Chicago's Political Science Department and an authority on American minority problems.

His prediction in his scientific study of the 14 largest metropolitan areas (*Metropolitan Segregation*, SCIENTIFIC AMERICAN, *October* 1957) that patterns of segregation threaten "to transform the cities into slums, largely inhabited by Negroes, ringed about with predominantly white suburbs," created widespread speculation.

In a search for solutions to the problems forecast by Mr. Grodzins, Betty Schneider of Friendship House asked him the following questions:

> "Does this HAVE to happen? Or are there ways of working against the possibility that 'the racial problem, still fostering in the rural South, will become equally, perhaps more acutely, a problem of the urban North'?"

Mr. Grodzins' answers are reported in the June issue of COMMUNITY.

The cure, says Grodzins, is obvious: "Separation must be ended." In no situation, he goes on to say, is the solution more easily stated . . . and harder to accomplish.

As a means of securing a free housing market, Grodzins strongly supports non-discrimination housing laws. While the removal of restrictions would not necessarily end nonwhite residential concentrations, a dispersion of minorities over the entire urban area would unquestionably ensue.

As his second proposed solution, Mr. Grodzins believes that legitimate methods can be found to control minority-migration and assure integrated communities. He considers the best means of accomplishing this to be a free housing market and good housing codes. However, he states that a "tip point" exists for the vast majority of white Americans. Once that point is exceeded, changing neighborhoods tend to turn into all-minority sections. So, with some reservations, he puts himself on the side of setting quotas. He says:

> "The moral problem is not an easy one; it is the problem of placing limits upon Negro in-migration to particular urban and suburban areas. It means, in part, fostering a smaller discrimination in favor of scotching a large one. Whatever the difficulties of such a position, it seems to be, for a larger number of Negroes and whites alike, a preferable alternative to the present pattern of segregated population groups."

The third avenue offered by Mr. Grodzins for changing the trend is to attract white citizens back to city living. The city must now compete with the suburb by offering moderate priced housing, green spaces, good schools, safety and convenience. Rebuilding on a large scale with governmental help will be necessary to accomplish this.

And as his fourth proposal, he envisions the simultaneous movement of nonwhites to the suburbs and to smaller cities. He feels all people must be convinced this is vital to the health and life of the whole area. Also, non-discrimination housing laws would greatly influenec such movement.

"The only way to avoid the consequences of racial schism," says Mr. Grodzins, "is to bridge it."

Govt. Publications, Cont'd.

"FHA Facts for Home Buyers" (Revised April 1958). Outlines the chief features and requirements of the FHA-insured mortgage plan. Includes table showing FHA maximum mortgage amounts, minimum down payments, and monthly mortgage payments. Housing and Home Finance Agency, Washington 25, D. C.

FILMSTRIP: *"The Good Neighbor."* A businessman, learning of housing discrimination against an employee, does something about it. Shows how community leadership can act to make integration an orderly, democratic process. Produced in cooperation with the Philadelphia Commission on Human Relations. Black and white, 90 frames. Purchase price $25.00, with 50 discussion guides and free programming kit.

Filmstrip also available by purchase or rental in 3-item package, including two half-hour films, *"Crisis in Levittown"* and *"All the Way Home"* (*Trends*, Mar.-Apr. 1958), with 50 discussion guides and programming kit, and 33⅓ rpm disc and 1 script (or, if preferred, 3 scripts and no disc). Package purchase price $240.00. Rental of one film for a single showing, $15.00. Rental of two films (*Crisis* and *All the Way Home*) for one month, $50.00. Write Dynamic Films, 405 Park Avene, New York 22, N. Y.

A Salute

NCDH salutes Mayor Robert F. Wagner for his outstanding appointments to the reorganized New York City Housing Authority. This agency is particularly gratified by the designation of former NCDH Treasurer Ira S. Robbins. Commissioner Robbins, a nationally recognized houser and civil rights advocate, was formerly Executive Vice-President of the Citizens Housing and Planning Council of New York and former President and Chairman of the Board of the National Housing Conference.

Changes Urged in Housing Policies

Basic changes in organization and management policies have been recommended to the recently reconstituted New York City Housing Authority. The recommendations, contained in a report prepared under the aegis of the Citizens Housing and Planning Council of New York, seek to reverse the trend towards economic and social stratification and racial segregation in public housing.

Study By 38 Experts

The proposals were based on a six-month study by 38 housing experts, real estate operators, welfare, business, church and civic leaders.

The report called the Authority's "color blind" policy of tenant selection "in the purest sense, non-discriminatory." But in actual practice, it said, that policy has failed to halt a marked trend towards an increasing proportion of minority occupancy. It proposed the substitution of "positive techniques" to achieve and maintain racial balance.

Race Relations Proposals

Specifically on race relations policies, the experts recommended that the Authority: 1) issue an unequivocal statement of its determination to develop and maintain integration; 2) establish a top-level race relations post; 3) initiate a program of education in race relations for all employees; 4) initiate community relations programs in project neighborhoods; 5) place the largest proportion of its new sites outside areas of nonwhite concentration; 6) see that displaced families from ghetto or fringe areas have access to non-segregated housing; and 7) enlist the support of all public and private agencies in making the relocation program contribute to integration in the city.

Race Minor Factor In Delinquency Says Pulitzer Prize-Winning Journalist

Race, as such, is not a primary cause of juvenile delinquency, reports Pulitzer prize-winning *New York Times* correspondent Harrison E. Salisbury in his exhaustive study of the New York City street gang situation.

In a series of articles recently published by the *Times*, Mr. Salisbury puts the "shook-up" generation under the microscope. Why are juvenile gangs formed? How do they exist in a world they help to make? What might be and what is being done about them?

"Geography rather than race is the major determinant in membership and conflict," he finds. Most gangs follow the racial pattern of the neighborhood, and the "integrated" gang is not uncommon. Enemy gangs may be of the same ethnic character or of varying composition — there is no hard and fast law.

In the course of his survey, Salisbury found persons on both sides of the integration question agreed that race has little or nothing to do with these major behavior problems — and that view was supported by every educator and social worker he interviewed.

"Problem youngsters spring from housing jungles," he said, as he went on to cite broken families, deprivation, poverty, insecurity and fear as major causes.

Comprehensive, coordinated social planning on a city-wide, year-in, year-out basis, concludes Mr. Salisbury, can effectively reduce delinquency and halt its development at the source: the neighborhood and the family.

NCDH Charges

(*Continued from page* 5)

all displacement by Government action.

- An increased and revitalized public housing program, with provision for families to purchase their apartments on a cooperative basis as their incomes increase, and for over-income families to remain in public housing when no decent private shelter is available.
- Government aid for middle-income families, including low-interest and long-time direct loans for middle-income housing.
- Reconstitution of the Racial Relations Service on a non-partisan professional basis to provide responsible review of all programs in all headquarters and regional offices of the Housing and Home Finance Agency and its constituent agencies.

Legislation

Cleveland: Illegal Conversions

Taking the profit out of illegal conversions is one of the aims of an ordinance recently passed by the Cleveland (Ohio) City Council. Introduced by Councilman Leo A. Jackson, the ordinance provides that a landlord whose building has been illegally converted can be fined 20% of the gross annual rent and imprisoned. Contractors who illegally convert any residential building are also subject to fine and imprisonment.

Connecticut: Favor FHP Law

Both the Republican and Democratic State Conventions in Connecticut have called for enactment of a state fair housing practices law.

In identical platform provisions, the two political parties endorsed revision of the public accommodations act to ban discrimination in private housing by any person who controls the sale or rental of five or more units.

Willow Run: Bans Housing Bias

The Superior Township (Willow Run) Board of Trustees, Washtenaw County, Michigan, may have the distinction of being that state's first governing body to establish a policy of open occupancy in housing constructed with public assistance, either direct or indirect. The resolution barring discrimination was passed on April 7, 1958.

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
35 West 32nd Street, New York 1, New York

☐ I enclose $2.00 for a year's subscription to TRENDS IN HOUSING.

☐ Enter a group subscription for the 10 or more persons whose names and addresses (include postal zone numbers, please) are listed on the enclosed sheet.

I enclose $_____. Or: Bill me _____.

*NAME*_____

*ADDRESS*_____

_____

BC: Joe. Wilkins

November 8, 1960

Miss Margaret Fisher
Assistant Director
National Committee Against
Discrimination in Housing
426 West 58th Street
New York 19, New York

Dear Margaret:

This is to say a long overdue, but warmly felt, word of thanks for all you did to help Josephine bring off Mrs. Roosevelt's supper.

I know very well how much of your time and energy this effort took, and how much your help has meant to Josephine all through her ordeal.

It has meant a great deal to me and to SRC, too, and I can only hope to have the chance to do a fraction as much for you one day.

My very best to you now and always.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

Miss Margaret Fisher

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This is to say a long overdue, but warmly felt, word of thanks for all you did to help Josephine bring off Mrs. Roosevelt's supper.

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My very best to you now and always.

Sincerely,

HCF

bc Josephine Wilkins

National Committee Against Discrimination in Housing

426 West 58th Street, New York 19, New York
JUdson 6-3460

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Chairman, Advisory Council

FRANCES LEVENSON
Director
MARGARET FISHER
Editor,
Trends In Housing

December 5, 1960

Mr. Harold C. Fleming, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W. - Room 201
Atlanta 3, Georgia

Dear Harold:

Josephine is at my house - as of a couple of hours ago! She will be with us for a couple of weeks before heading for Florida and sunshine.

It was exceedingly good talking with you last week. The draft memorandum by Dean Pollitt arrived. Fran has taken it home to read, after which I will read it, and you will be hearing from us.

Do keep in touch. Warmest regards.

Sincerely,

Maggie

Margaret Fisher
Assistant Director

MF:eh

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American Baptist Convention, Council on Christian Social Progress
American Civil Liberties Union
American Council on Human Rights
American Ethical Union
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Newspaper Guild, AFL-CIO
American Veterans Committee
Americans for Democratic Action
Anti-Defamation League of B'nai B'rith
Commonwealth of Puerto Rico, Department of Labor, Migration Division
Congregational Christian Churches, Council for Social Action and Race Relations Department, Board of Home Missions
Cooperative League of the USA
Friendship House
Industrial Union Department, AFL-CIO
International Ladies' Garment Workers' Union, AFL-CIO
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Jewish Labor Committee
League for Industrial Democracy
The Methodist Church, Woman's Division of Christian Service
National Association for the Advancement of Colored People
National Association of Negro Business and Professional Women's Clubs
National Council of Churches of Christ, Race Relations Department
National Council of Negro Women
National Urban League
Presbyterian Church, USA, Department of Social Education and Action
Protestant Episcopal Church, Department of Christian Social Relations
Unitarian Fellowship for Social Justice
United Auto Workers of America, AFL-CIO
United Steelworkers of America, AFL-CIO

February 24, 1961

Miss Margaret Fisher
National Committee Against Discrimination
in Housing
426 West 58th Street
New York 19, New York

Dear Maggie:

Enclosed is a copy of the resolution adopted by the North Carolina Council of Churches. As you will see, the statement on housing is considerably less spectagular than "From the State Capitals" would suggest.

All the best.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1.

RECEIVED
FEB 22 1961
MARGARET FISHER

Feb 20, 1961

Dear Harold — "From the State Capitals" notes that the N. C. Council of Churches has asked the state legislature to enact laws to breakdown racial barriers in voting, education, employment and housing. Can it be?

Do you have copies of the Council of Churches' resolution? If so, will you send us a copy

Warm regards
Maggie

NATIONAL COMMITTEE AGAINST
DISCRIMINATION IN HOUSING
426 West 58th Street
New York 19, N. Y.

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File

RESOLUTION APPROVED BY NORTH CAROLINA COUNCIL OF CHURCHES

We, the assembled body of the N. C. Council of Churches, meeting in annual conference in Raleigh on Feb. 1, 1961, testify to the unity that exists in Jesus Christ. We have discovered through the Church a fellowship that transcends all differences with regard to race, and we affirm our Christian faith in the essential oneness of man.

We are grateful for our higher courts which have decided that no discrimination could be tolerated against any citizen under our democratic form of Government. We believe that North Carolinians have a high regard for law and for the Constitution, and we note with approval that the determination of our leaders to uphold the law has spared our state from lawless violence in these days of transition. We also commend the efforts of many ministers, laymen, and women who have worked courageously and diligently to open doors of opportunity for all peoples, especially the doors of churches and schools.

We applaud the following evidences of progress in our state: an increasing number of interracial ministerial associations; the peaceful integration of lunch counters in more than twenty communities; the enrollment of approximately eighty Negroes in previously all-white colleges and universities; the enrollment of seventy-seven Negro children in formerly segregated schools; the policy of employment opportunities on the basis of merit alone which five or six of our major industries have declared; and particularly for our Advisory Commission on Civil Rights for reminding us that our State is not moving with "deliberate speed" in providing equality of opportunity in education for all our children.

Believing that a role of the Church in the field of Human Relations is the cultivating of a soil and the creating of a climate in which full dignity and equality can grow, we call upon all the churches of North Carolina to consider, prayerfully and without delay, following the example of those churches in our State which have opened their doors to all persons. A church must realize it is the house of God, not a private club. When any sincere worshipper is denied admittance, a church denies its purpose. This applies also to our church-related colleges. Both the world mission of the Church and the moral leadership of our Nation is seriously imperiled by discrimination. It is our conviction that our goal as Christians and as citizens in a democracy must be nothing less than a non-segregated Church in a non-segregated society.

We call upon the General Assembly of North Carolina, soon to meet in this city, to remember that it represents all, and legislates for all, the citizens of North Carolina, including our Negro citizens who comprise nearly one-fourth of the population, but who have no one in either house or in the administration. We express particular concern for legislative action in the following areas:

1. Suffrage - North Carolina leads the South in the percentage of active eligible voters, but is fortieth in the nation. Our Governor has called on us not to be content to lead the South, but to lead the nation. Let us remove any intimidation and artful barriers and welcome all citizens to full participation in citizenship, particularly at the ballot boxes during election.

2. Public Education - Must we continue to force our Negro friends, Indians, and other minorities, to take initiative in exhausting administrative procedures and resort to the courts to obtain those rights already declared by the Court to be theirs? Our Pupil Placement laws are proving to be enormously successful in impeding the progress of school desegregation, whether this was intended or not. Of the 77 Negro children now attending desegregated schools, 42 are in districts where the Federal Government has built schools, 18 others are in one district by district court order, leaving 17, many of whom were also admitted by court orders. We pray for all these children and their families, and for our Indian friends as well, who suffer frustration, intimidation and injustice. May we speed the day when all children will be given equal opportunity under the law and are treated with equal dignity and respect as children of one God.

3. Employment - We are aware of the obvious injustices involved in denying equality of opportunity for employment in our State, and call upon our legislature to remove all barriers to merit employment in government. To deny anyone employment opportunity, whether in government, industry, and professions, in schools and churches, is to rob him of his birthright and to deprive our state of its most valuable resource.

4. Housing - We have complacently accepted the degrading slums that exist in every city and town in our state as a part of the pattern of not only segregation but of class inequality for white persons as well. Full use of public law and federal financing should be utilized in removing these barriers to human dignity and comfort.

History at this moment has summoned us to greatness as a nation. There are many voices competing to be heard as we strive to strengthen and enlarge our destiny and purpose. We pray that the voice of the Church may not be muffled in proclaiming our sovereign Lord who calls us "to love mercy, do justly, and walk humbly with our God".

Robert E. Seymour, for the Committee

June 27, 1961

Miss Margaret Fisher
National Committee Against Discrimination
in Housing
426 West 58th Street
New York 19, New York

Dear Miss Fisher:

I believe that in my absence the copies of L-25 which you requested were mailed. If you wish any more, let me know.

Many thanks for your good wishes. I hope that some time soon we can have a chance to meet.

Sincerely,

Leslie W. Dunbar
Executive Director

LWD/sm

National Committee Against Discrimination in Housing

426 West 58th Street, New York 19, New York
JUdson 6-3460

CHARLES ABRAMS
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Co-Chairmen
Advisory Council

FRANCES LEVENSON
Director
MARGARET FISHER
Editor,
Trends In Housing

June 21, 1961

Mr. Leslie Dunbar, Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

Some weeks ago, your office sent us a reprint from the Washington Post, March 26, 1961, entitled "New Census Look at City and Race" - Reprint No. L-25, April 20, 1961.

Would it be possible for you to furnish us with ten additional copies? If this number is not convenient, we would be grateful for whatever you can send.

Sent 6-23-61 MA

I have heard a great deal of you from my warm friends, Josephine Wilkins and Harold Fleming, and send you every good wish for success in the important work you are doing.

Sincerely yours,

Margaret Fisher

Margaret Fisher
Assistant Director

MF:eh

(Board Members, Member Organizations and Advisory Council listed on reverse side)

CLASS OF SERVICE

This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION

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W. P. MARSHALL, PRESIDENT

SF-1201 (4-60)

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LESLIE W DUNBAR, SOUTHERN REGIONAL COUNCIL

5 FORSYTH ST NORTHLEST RM 201 ATLA

EMERGENCY NEED FOR TELEGRAMS IN VOLUME TO PRESIDENT KENNEDY RE HOUSING EXECUTIVE ORDER. HIS FAILURE TO HONOR PLEDGES BREAKING FAITH. FAILURE TO ACT IN NEXT FEW DAYS SPELLS DEFEAT FOR ANOTHER YEAR. A YEAR AGO HE CALLED ON EISENHOWER FOR A STROKE OF THE PEN. WHERE IS HIS?

FRANCES LEVENSON NATL COMMITTEE AGAINST DISCRIMINATION IN HOUSING

National Committee Against Discrimination in Housing

426 West 58th Street, New York 19, New York
JUdson 6-3460

March 23, 1962

CHARLES ABRAMS
President
ALGERNON D. BLACK
Chairman of the Board
LOREN MILLER
Vice-President
MYRNA LOY
CRANE HAUSSAMEN
Co-Chairmen
Advisory Council

FRANCES LEVENSON
Director
MARGARET FISHER
Editor,
Trends In Housing

Dear Mr. Dunbar:

As a key friend of NCDH, we are calling on you for vital help.

We need to compile a record of the outstanding liberal men and women of means in major sections of the country. Would you prepare for us an accurate list of such persons in your area with full name (title and initials) and complete address?

In order to undergird our activities, we have a hard push ahead. We can get the Executive Order; we can extend the open housing market. But the continuing campaign needs time and money.

In giving thought to the listing you prepare, would you try to keep these points in mind:

1) The persons should preferably have some predisposition towards the principles that guide NCDH.

2) They should have the capacity to give. (They need not be Croesus-like -- all gifts are necessary and welcome!)

3) They may represent all groups - successful business and professional men and women, prominent builders and developers, housewives, college professors, board members of housing and social welfare agencies, and community leaders.

4) The number? Send as many as you can conveniently gather within the next three weeks. (And if the information is typed, we are not likely to make errors in copying.

You will then have helped us to keep moving in the direction of open housing for all. Thanks ever so much.

Sincerely,

Frances Levenson

Frances Levenson
Director

FL:eh

(Board Members, Member Organizations and Advisory Council listed on reverse side)

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
426 West 58th Street New York 19, New York
JUdson 6-3460

JM
I guess there is nothing much for us to contribute
file
No

June 13, 1962

RECEIVED
JUN 14 1962

TO: TRENDS CORRESPONDENTS AND FRIENDS

FROM: Margaret Fisher, Editor

We urgently need your help in what we believe will be one of the National Committee's most significant projects.

During the next few weeks, NCDH will be preparing a series of basic reports which we hope will be widely used with the real estate industry throughout the country. These will be given national publicity and digests will also be carried in TRENDS. We ask your earliest possible assistance in assembling the necessary background information.

We are immediately concerned with 1) as comprehensive data as possible on the growth of residential integration over the past five years; and 2) preparation of a nationwide directory of local fair housing groups (whatever their names!).

Will you please send us as complete and specific information as possible on new developments in your state or city which have actually become racially integrated during the past five years. Also, your impressions and any detailed information available regarding the growth of integrated neighborhoods and buildings in general.

If you have not already done so within the last few weeks, please send us a list of all known local fair housing groups in your area, the name of the proper contact person, address and telephone number. Also, if available, brochures or leaflets describing their work.

Our thanks - and don't forget to keep significant news items on the race and housing field coming in to our office. We depend on your help in our effort to make TRENDS interesting and informative.

P. S. The March-April issue is on its way to you!

June 25, 1962

Miss Margaret Fisher
Assistant Director
National Committee Against Discrimination
in Housing
426 West 58th Street
New York 19, New York

Dear Miss Fisher:

Under separate cover come two copies of Executive Support of Civil Rights. Ask for more if you can use them.

With all good wishes,

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

June 25, 1962

BBC MMJ

Bernice,

Please mail two (2) copies of ~~THE~~ EXECUTIVE SUPPORT OF CIVIL RIGHTS to the following person:

~~Miss Mar~~

Miss Margaret Fisher
Assistant Director
National Committee Against Discrimination
in Housing
426 West 58th Street
New York 19, New York

thanx

National Committee Against Discrimination in Housing

426 West 58th Street, New York 19, New York
JUdson 6-3460

CHARLES ABRAMS
President
ALGERNON D. BLACK
Chairman of the Board
LOREN MILLER
Vice-President
MYRNA LOY
CRANE HAUSSAMEN
Co-Chairmen
Advisory Council

FRANCES LEVENSON
Director
MARGARET FISHER
Editor,
Trends In Housing

RECEIVED
JUN 25 1962

June 21, 1962

Mr. Leslie W. Dunbar, Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

May we call upon you for two copies of the Council's recent study, Executive Support of Civil Rights.

Best regards.

Sincerely,

Margaret Fisher

Margaret Fisher
Assistant Director

MF:eh

(*Board Members, Member Organizations and Advisory Council listed on reverse side*)

ch
Mailing list
for 7 from
Lawrence

October 2, 1964

Mr. Edward Rutledge
National Committee Against Discrimination
in Housing
323 Lexington Avenue
New York, New York

— file

Dear Ed:

My heartiest congratulations to you for taking the job with the National Committee. I hope that you will call on us if we can ever be of help to you.

All best wishes.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

file

October 6, 1965

National Committee Against
Discrimination in Housing
323 Lexington Avenue
New York, New York

Gentlemen:

As I'm sure you now know, Mr. Leslie Dunbar is no longer with the Southern Regional Council; he has now begun his new duties as Executive Director of the Field Foundation in New York. Would you, therefore, be good enough to change your mailing list, substituting the name of Mr. Paul Anthony for that of Mr. Dunbar? Mr. Anthony became our new director on October 1.

Sincerely yours,

(Mrs.) Mildred M. Johnson
Secretary to the Director

MMJ

December 20, 1965

Miss Margaret Fisher
Director of Information
and Publications
National Committee Against
Discrimination in Housing
323 Lexington Avenue
New York, New York 10016

Dear Margaret:

Thanks for the extra copies of the handbook. We can use them.

It was, indeed, good to meet you, finally, in Chicago. I, too, hope we will have an opportunity to see each other. Don't you ever have an opportunity to come to Atlanta? We would welcome such a visit.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
Center for Fair Housing
323 LEXINGTON AVENUE, NEW YORK, N.Y. 10016 • 685-8911

George R. Metcalf
President

Algernon D. Black
Chairman of the Board

Frank S. Horne
Chairman of the Executive Committee

Jack T. Conway
Charlotte Meacham
Loren Miller
William H. Oliver
Boris Shishkin
Vice Presidents

D. John Heyman
Treasurer

Joseph B. Robison
General Counsel

■

Edward Rutledge
Executive Director

Jack E. Wood, Jr.
Associate Executive Director

Margaret Fisher
Director of Information and Publications

Barbara Chirse
Administrative Assistant

■

Charles Abrams
Robert C. Weaver
Past Presidents

December 13, 1965

Mr. Paul Anthony, Executive Director
Southern Regional Council
5 Forsyth Street, N. W. - Room 201
Atlanta, Georgia 30303

Dear Paul:

During a telephone visit with Josephine last night, I learned that the small stock of FAIR HOUSING HANDBOOK I had sent to the Southern Regional Council sometime ago is depleted.

Under separate cover I am sending down a dozen copies so that each member of your staff can have a desk copy. Let me know if you would like any more.

It was good meeting you in Chicago, and I shall hope that our paths will cross more frequently from now on.

With all good wishes.

Sincerely,

Maggie

Margaret Fisher
Director of Information
and Publications

MF:eh

File
Nat'l. Ctee Against
Discrimination
In Housing

May 9, 1966

Miss Margaret Fisher
Director, Information and
Publications
National Committee Against Discrimination
in Housing
323 Lexington Avenue
New York, New York 10016

Dear Maggie:

On March 28 we told you the special report on Neighborhood Stabilization was out of print and being updated. This has now been done. Under separate cover we are sending you six copies of this. If you need more please let us know.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

M E M O R A N D U M

TO: Bernice Cook

FROM: Paul Anthony

Please send six (6) copies of the Neighborhood Stabilization report to Miss Margaret Fisher - label attached.

Bring up when "Neighborhood Stabilization" is Revised
Dave

(3)

March 28, 1966

Miss Margaret Fisher
Director, Information and
Publications
National Committee Against Discrimination
in Housing
323 Lexington Avenue
New York, New York 10016

Dear Maggie:

Thank you for your good comments about our special reports. Under separate cover we are sending six (6) copies of "A City Slum - Poor People," and four (4) copies of "Neighborhood Stabilization." To my amazement, we are out of the latter report. It is being slightly revised, and I hope will be re-issued shortly.

Warmest best wishes.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
Center for Fair Housing
323 LEXINGTON AVENUE, NEW YORK, N.Y. 10016 • 685-8911

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Jack E. Wood, Jr.
Associate Executive Director

Margaret Fisher
Director of Information and Publications

Barbara Chirse
Administrative Assistant

Charles Abrams
Robert C. Weaver
Past Presidents

March 25, 1966

Mr. Paul Anthony, Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

I have just finished reading your excellent special reports on "Neighborhood Stabilization" and "A City Slum - Poor People."

Can you have someone send me six copies of each of these pieces right away?

With all good wishes.

Sincerely,

Maggie

Margaret Fisher
Director, Information and Publications

MF:eh

See Nat'l Ctee Against Discrim in Housing

January 6, 1967

Mr. Edward Rutledge
Executive Director
National Committee Against Discrimination
in Housing
323 Lexington Avenue
New York, New York 10016

Dear Mr. Rutledge:

It is with a great deal of pleasure that I am able to inform you that SRC has finally cleared the way to become an organizational member of NCADH. I am sorry this has taken so long. However, as I am sure you are aware, when one changes policy it is expedient that every "base be touched."

Will you automatically bill us, or is there a standard for which we should fill in and submit to you?

Sincerely,

Moreland G. Smith, Director
Urban Planning Project

MGS/mmj

NATIONAL COMMITTEE AGAINST
DISCRIMINATION IN HOUSING
323 LEXINGTON AVENUE
NEW YORK, N. Y. 10016
685-8911

EDWARD RUTLEDGE
EXECUTIVE DIRECTOR

file

Rec'd 7/8/66

MJ - Sept 12 Exec. Comm feb (Agenda item) Nov. Mtg.

August 5, 1966

Dear Paul:

I was delighted to receive your swift and positive response to my letter inviting and urging that the Southern Regional Council become an affiliate member of NCDH.

I am sending you ten (10) kits of background material on NCDH which some of the members of your Executive Committee may wish to become familiar with.

I look forward to favorable action by your Committee and our establishing together a close working relationship.

Best regards,

Ed

Edward Rutledge
Executive Director

ER:bc

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

MJ
let discuss again

~~DS~~
MNG file

August 2, 1966

Mr. Edward Rutledge
Executive Director
National Committee Against Discrimination
in Housing
323 Lexington Avenue
New York, New York 10016

Dear Ed:

It was a pleasure seeing you briefly at John Feild's but I agree it would be nice and valuable to have more time for more leisurely conversation.

The matter of SRC becoming a member of NCDH is one for the Executive Committee which next meets on Sept ~~December~~ 12. At that time I shall recommend that we become a member and have every reason to assume that they will approve.

This is something we should have done earlier and I appreciate your calling it to my attention.

Every good wish.

Sincerely,

Paul Anthony
Executive Director

PA/km

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
Center for Fair Housing
323 LEXINGTON AVENUE, NEW YORK, N.Y. 10016 • 685-8911

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Jack E. Wood, Jr.
Associate Executive Director

Margaret Fisher
Director of Information and Publications

Barbara Chirse
Administrative Assistant

Charles Abrams
Robert C. Weaver
Past Presidents

(4)

July 29, 1966

Dear Paul:

It seems the only time we ever get a chance to say three words to each other is either at a cocktail party or a NAIRO Board Meeting! We really must take some time out to discuss our mutual concerns.

I was most heartened to get your response the other night at John Feild's to my suggestion that I thought it would be most timely for the Southern Regional Council to affiliate with the National Committee Against Discrimination in Housing (NCDH). I hope you will give this your earliest consideration and discuss it with your Board.

I am sending along for your information a copy of our Constitution and an NCDH brochure. It would be helpful if we could discuss this soon in view of the fact that the Nominating Committee is meeting to select a new group of officers and Directors-at-Large, and we are attempting to get much broader geographic representation.

I look forward to hearing from you soon.

Best regards,

Ed

Edward Rutledge
Executive Director

ER:bc

Encls. (2)

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Room 201
Atlanta, Georgia 30303

CONSTITUTION OF THE NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING

ARTICLE I - NAME

The name of this organization shall be the National Committee Against Discrimination in Housing.

ARTICLE II - PURPOSES

The objects, purposes, and powers of this Committee shall be as follows:

(1) The objects and purposes of the Committee shall be exclusively charitable, scientific and educational within the meaning of section 501(c)(3) of the United States Internal Revenue Code of 1954, as the same may be amended, and shall be limited exclusively to the following objects and purposes: To eliminate prejudice and discrimination, to lessen neighborhood tensions, to defend human and civil rights secured by law, and in furtherance of these purposes:

(a) To conduct factual investigations and research on the nature, causes, extent and effects of racial and religious discrimination in housing; the means of eliminating prejudice and discrimination in housing; and the effects on the community of differing occupancy patterns in housing.

(b) To publish and distribute to the public the results of such investigations and research for the purposes of creating positive and constructive concepts of religious and racial equality and harmony with respect to housing in the United States.

(c) To devise and make available to the general public educational programs based upon the results of such investigation and research.

(2) In furtherance of its exclusively charitable, scientific and educational objectives and purposes set out in paragraph (1) of this Article, but not for any other object or purpose, the Committee may exercise the following powers:

(a) To solicit, accept, receive, hold and administer funds exclusively for the aforesaid objects and purposes and to that end, to take and receive by bequest, devise, gift or benefit of trust (but not as trustee of any trust), and to purchase or lease any property, real or personal, tangible or intangible, wheresoever located and without limitation as to amount or value, and to borrow money;

(b) To hold, sell, convey and dispose of any properties so received, purchased or otherwise acquired, and invest and reinvest the principal therefrom, add such income to principal, and deal with, use, expend, convey, donate, assign or otherwise transfer the property of the Committee, whether principal or income, for the objects and purposes set out in paragraph (1) of this Article;

(c) To do everything and anything reasonably and lawfully necessary, proper, suitable or convenient to achieve any or all of the objects and purposes set out in paragraph (1) of this Article; provided, however, that the Committee may not exercise any power either expressed or implied in such manner as to disqualify the Committee as an exempt organization under section 501(c)(3) of the Internal Revenue Code of 1954 as the same may be amended from time to time.

(3) It is the intention of this Committee to qualify and remain qualified as an exempt organization under section 501 (c)(3) of the United States Internal Revenue Code of 1954 as the same may be amended from time to time. Accordingly:

(a) The Committee shall not be conducted or operated for profit and no part of the net earnings of the Committee shall inure to the benefit of any member or individual.

(b) No part of the net earnings, property or assets of the Committee shall be used other than for the objects and purposes set out in paragraph (1) of this Article;

(c) No substantial part of the activities of the Committee shall consist of carrying on propaganda, or otherwise attempting, to influence legislation; nor shall the Committee participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office.

ARTICLE III - MEMBERSHIP

(1) Membership in the Committee shall be open to any bona fide national or regional organization which will support the purposes stated in Article II.

(2) Applications for membership shall be acted upon by the Board of Directors.

(3) If a majority of the Board of Directors approve the application, the applicant shall be admitted to membership.

ARTICLE IV - BOARD OF DIRECTORS

(1) The Committee shall act through its Board of Directors and meetings of the Board shall be meetings of the Committee.

(2) (a) Each member organization shall designate one representative who shall be a Director.

(b) Neither any Director designated by a member nor the Board of Directors shall have power to bind, obligate or commit any member organization.

(3) The Board of Directors, by a majority vote, may elect Directors-at-Large up to one-half the number of Directors designated by the member organizations. Such Directors shall serve until the next annual meeting of the Committee.

(4) Each Director shall be entitled to one vote.

(5) All Directors designated by a member organization shall retain office at the pleasure of that member which member shall have the exclusive power to designate a new Director to fill a vacancy created on the Board when its representative resigns or severs connection with the Board for whatever reason.

ARTICLE V - OFFICERS

(1) The officers of the Committee shall be:

President
Chairman of the Board
Chairman and Vice Chairman of the Executive Committee
3 - 8 Vice Presidents
Secretary
Treasurer
General Counsel
Executive Director
Associate Executive Director

(2) The President shall be the principal officer of the Committee and shall preside at the annual meeting of the Committee.

(3) The Chairman of the Board shall chair all regular meetings of the Board of Directors, except the annual meeting at which the President shall preside.

(4) The Chairman of the Executive Committee shall preside at all meetings of the Executive Committee, and in his absence the Vice Chairman shall preside in his stead.

(5) One of the Vice Presidents shall act in the absence of the President as designated by the President, and each Vice President shall accept responsibility for the implementation of the National Committee's program in a geographic area of the United States designated by the Board.

(6) The Secretary shall have responsibility for the recordation and preservation of the minutes of the Board and Executive Committee and of all other records of the National Committee.

(7) The Treasurer shall have responsibility for all financial records of the National Committee, shall make quarterly reports (oral and written to the Board) of the financial status of the National Committee and shall announce at the annual meeting the names of all member organizations delinquent in dues for one year or more.

(8) The General Counsel shall serve as legal advisor to the National Committee and, with the assistance of the Chairman and members of the National Legal Committee, shall provide and arrange for all legal services helpful or needed by the National Committee in the pursuit of its fair housing objectives, or in protecting or furthering the interest of the National Committee as an organizational entity.

(9) The Executive Director shall be the chief executive officer of the National Committee and shall be responsible for the execution of programs of the Committee as devised by the Board and for the overall direction of the staff in accord with the policy of the Board.

(10) The Associate Executive Director shall be the associate chief executive of the National Committee and shall perform whatever duties are assigned by the Executive Director and/or the National Committee and have overall responsibility for program and staff direction in case of the disability or the prolonged absence of the Executive Director.

(11) (a) The Executive Director and Associate Executive Director shall be designated by majority vote of the Directors.

(b) The Executive Director and Associate Executive Director shall receive such compensation as the Board of Directors shall fix, perform such duties as may be assigned by the Board of Directors.

(c) The Executive Director and Associate Executive Director shall be entitled to one vote at meetings of the Directors.

(12) All the officers except the Executive Director and Associate Executive Director shall: (a) be Directors ex officio; (b) serve without compensation; (c) be elected at the annual meeting of the Committee; and (d) serve until the next annual meeting, or until their successors have been elected.

(13) (a) Any vacancy in an office shall be filled by a vote of the Directors at their next meeting after the vacancy has occurred.

(b) Pending the election to fill a vacancy other than that of the President, the President may designate a person to act in such vacant office.

ARTICLE VI - MEETINGS

(1) (a) There shall be four regular meetings of the Board of Directors during each year. One of these four regular meetings shall be the Annual Meeting which shall be held on the first Tuesday in October, unless the Executive Committee shall for compelling reasons select another date in October. If a date other than the first Tuesday in October is selected, a written notice giving the date of the Annual Meeting shall be mailed to all members of the Board one month in advance of the date selected. The dates of the other three regular meetings shall be determined by the Executive Committee, and preferably such dates decided upon shall be announced at the Annual Meeting.

(b) Written notice of regular meetings shall be sent to each Director at least twelve days prior to such meetings.

(c) Any business within the purposes of the Committee may be transacted at a regular meeting.

(2) (a) Special meetings may be called at any time by the President and must be called by the President upon the written request of ten Directors or by a vote of the Board of Directors at any meeting.

(b) Written notice of a special meeting, specifying the time, place and purpose of such meeting shall be sent to each Director to give as much advance notice as possible.

(3) Except as otherwise provided herein, all actions of the Board of Directors shall be by majority vote of the Directors present and voting.

(4) Ten Directors shall constitute a quorum, but a lesser number may adjourn a meeting.

ARTICLE VII - DUES

(1) An annual membership dues shall be required of each member organization, to be determined by such factors as the number of its members, annual budget and such other factors as the Committee on Membership shall deem controlling, subject to approval by the Board. The minimum annual dues shall be $200.

(2) The Board of Directors, upon the recommendation of the Executive Committee, may suspend any member organization delinquent in the payment of dues for two consecutive years, provided the announcement of such delinquency has been made at two Annual Meetings, and provided further that the delinquent member has been duly notified of its delinquency and has further been advised that failure to meet the organization's financial obligations to the National Committee may result in its suspension.

ARTICLE VIII - COMMITTEES

(1) The officers of the Committee, the chairmen of all standing committees, and seven additional Directors whom the President may designate shall constitute the Executive Committee, which shall function for the Committee between meetings of the Board of Directors and shall exercise those powers voted to it by the Board of Directors.

(2) The following standing committees shall be appointed by the President, subject to the approval of the Board of Directors:

(a) Budget and Finance
(b) Education and Program
(c) Membership
(d) Publications and Information
(e) Research and Study
(f) Legal

(3) A Nominating Committee of no less than 5 and no more than 15 members, shall be appointed by the President at the last regular meeting of the Board prior to each annual meeting. Its duties shall be to recommend the officers to be elected at the Annual Meeting, and the report of the nominees chosen by the Nominating Committee shall be transmitted

Y

to each member of the Board with the notice of the Annual Meeting. Independent nominations may be made by petition signed by 5 Board Members. Such petition shall be transmitted to the Board 6 days before the Annual Meeting when held on the first Tuesday in October, and 15 days before the Annual Meeting when held on any other day. The written consent of all nominees is required before their names may be listed among those recommended by the Nominating Committee or placed on independent petition.

(4) The President may appoint such other special committees as he deems necessary or the Board decides to create.

ARTICLE IX - ANNUAL AUDIT

The National Committee shall engage a certified public accountant annually to audit its financial books and records. This report shall be made available to all Board Members.

ARTICLE X - DISTRIBUTION OF ASSETS ON TERMINATION

Upon the winding up and termination of the activities of this Committee, all assets then held by the Committee after payment of liabilities shall be distributed to or among such organizations which are tax exempt under section 501(c)(3) of the Internal Revenue Code of 1954, as the same may be amended, as the Board of Directors may determine.

ARTICLE XI - AMENDMENTS

This Constitution may be amended only in the following manner:

(a) A resolution embodying the proposed amendment, moved by one or more Directors, must be adopted by a vote of the Board of Directors at any meeting.

(b) Thereafter, at the next regular meeting or at a special meeting called for that purpose, of which at least twelve days' written notice, accompanied by a copy of the text of the proposed amendment, shall be given to all Directors and to all members of this Committee, such proposed amendment must be approved by a two-thirds vote of the Directors present.

ARTICLE XII - RATIFICATION

This Constitution shall become effective when approved by a two-thirds vote at a meeting of the present Board of Directors, provided a copy of the proposed Constitution, together with a notice of its presentation, shall have been sent to all of the present members of the Committee and to the members of the present Board of Directors at least five days prior to such meeting.

MEMBER ORGANIZATIONS

Amalgamated Clothing Workers of America, AFL-CIO
American Baptist Convention, Division of Christian Social Concern
American Civil Liberties Union
American Council on Human Rights
American Ethical Union
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Newspaper Guild, AFL-CIO
American Veterans Committee
Americans For Democratic Action
Anti-Defamation League of B'nai B'rith
Brotherhood of Sleeping Car Porters, AFL-CIO/CLC
Commonwealth of Puerto Rico, Department of Labor, Migration Division
Congress of Racial Equality —CORE
Cooperative League of The USA
Friendship House
Industrial Union Department, AFL-CIO
International Ladies' Garment Workers' Union, AFL-CIO
International Union of Electrical, Radio and Machine Workers, AFL-CIO
Jewish Labor Committee
League For Industrial Democracy
The Methodist Church, Woman's Division of Christian Service
NAACP Legal Defense and Educational Fund, Inc.
National Association For The Advancement of Colored People—NAACP
National Association of Housing Cooperatives
National Association of Negro Business and Professional Women's Clubs
National Catholic Conference For Interracial Justice
National Community Relations Advisory Council
National Council of Churches of Christ, Department of Racial and Cultural Relations
National Council of Jewish Women
National Council of Negro Women
National Urban League
Protestant Episcopal Church, Department of Christian Social Relations
Union of American Hebrew Congregations, Commission On Social Action
Unitarian Fellowship For Social Justice
Unitarian Universalist Association, Department of Social Responsibility
United Auto Workers of America, AFL-CIO
United Church of Christ, Council For Christian Social Action, and Race Relations Department, Board of Homeland Ministries
United Presbyterian Church, Office of Church and Society, Board of Christian Education
United Steelworkers of America, AFL-CIO

OFFICERS

George R. Metcalf
President

Algernon D. Black
Chairman of the Board

Frank S. Horne
Chairman of the Executive Committee

Jack T. Conway
Charlotte Meacham
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■

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Associate Executive Director

■

Charles Abrams
Robert C. Weaver
Past Presidents

NCDH

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
Center for Fair Housing
323 Lexington Avenue, New York, N.Y. 10016 • 685-8911

39

NCDH

is a non-profit public interest organization working to achieve conditions in which every American family secures a decent home in an integrated living environment.

NCDH believes that rebirth of the nation's cities and solution to the crucial problem of urban slums and racial ghettos require: 1) equality of opportunity in the total housing supply; 2) massive additions to the supply of low- and moderate-income housing, dispersed throughout the cities and their suburbs; and 3) effective social programs while breaking up the racial ghettos to change the conditions of life of the people who live in them.

If any one of these three elements is lacking or is weak, the crisis of urban America will deepen as the ghettos continue expanding and intergroup tensions become increasingly explosive.

Formed in 1950, NCDH is an affiliation of 41 major religious, civil rights, labor and civic organizations. It serves as the national clearing house for information, counsel and technical guidance on the civil rights aspects of housing.

NCDH's work is beamed toward every segment of society. With the support of member agencies, philanthropic foundations and friends, it carries on five basic program operations:

Servicing government agencies, builders, realtors, member organizations and all other groups and individuals striving to break up the pattern of racial segregation. The NCDH Center for Fair Housing, a special program operation, offers direct field counseling and a wide variety of professional services for more than 1,000 voluntary fair housing groups and other local community organizations over the country.

Consultation and technical assistance are provided to employers whose recruitment programs are hampered by housing barriers faced by non-white employees; to planning bodies, urban renewal and other housing agencies, and to private redevelopers and builders; to government agencies administering anti-discrimination laws; to school boards and other educational institutions; and to member agencies and their local affiliates. The NCDH Legal Committee, composed of outstanding constitutional lawyers, provides a free consultative service for organizations and leaders.

Conferences are held on a national, regional and local basis, bringing together professionals and volunteers, and involving experts in civil rights, government, industry, labor, education and religion. These conferences have set the pattern for local and national attacks on discrimination and segregation in housing, and have resulted in the publication of valuable guidelines for community programs.

New approaches and techniques for achieving integration in housing and related areas are constantly explored and developed by NCDH. New York's pioneering "Operation Open City," a local fair housing program aimed at accelerating the dispersion of non-white families, was initiated by NCDH and transferred as an on-going program to the Urban League of Greater New York. A current pilot project now being carried forward as part of the War on Poverty is developing programs specifically designed to expand housing opportunities throughout metropolitan areas for low-income families. Other scheduled projects will relate housing programs to school desegregation and to expanded employment and job training opportunities.

Fact-finding and publication include the preparation, interpretation and distribution of accurate and current information in the field. *TRENDS IN HOUSING,* the NCDH periodical, is the only national publication devoted exclusively to the housing/intergroup relations field, and is widely used as a standard resource. Other publications and materials distributed include *FAIR HOUSING HANDBOOK,* a working manual for local fair housing groups published jointly by NCDH and the American Friends Service Committee; special surveys and reports on the effect of fair housing legislation, open occupancy campaigns, property values, blockbusting, anti-fair housing referenda, and significant reprints of the literature in the field.

is to continue, improve and expand its role as stimulant, catalytic agent and clearing house in the housing/civil rights field; its search for new methods and more effective techniques for leveling the walls of segregated neighborhoods; its multi-pronged effort to inform and mobilize public opinion in support of programs and activities to build an integrated society. NCDH invites the support of all thoughtful and concerned citizens. Contributions are deductible for income tax purposes.

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
Center for Fair Housing
323 LEXINGTON AVENUE, NEW YORK, N.Y. 10016 · 685-8911

File

File

January 16, 1967

Mr. Moreland G. Smith, Director
Urban Planning Project
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Smith:

Thank you for your letter of January 6, 1967. I submitted the application of the Southern Regional Council, Inc. for cooperating membership with the National Committee Against Discrimination in Housing (NCDH) at our Executive Committee meeting on January 12, and I am pleased to announce that the Committee unanimously voted to approve the Southern Regional Council as a member.

Although I recall sending Paul Anthony several kits of material regarding NCDH, I am sending you under separate cover an up-to-date kit for your information.

In terms of dues payments to NCDH, the Constitution calls for $200.00 annual dues and any contribution a member wants to make beyond that amount to NCDH, of course, is welcome. In accordance with your question as stated in your letter, I am enclosing a bill in the amount of $200.00 for the Southern Regional Council's 1967 annual membership dues.

As you know, at the Annual NCDH Board Meeting held in October of 1966, Mr. Vernon E. Jordan, Jr., Director of the Voter Education Project of SRC, was nominated as a Board Member at Large to the office of NCDH Vice President and was elected unanimously. Each cooperating member organization has the right to designate a delegate to the Board to represent that organization. If you plan to

name a delegate to the Board other than Vernon Jordan, please let us know at your earliest convenience who that member will be.

Sincerely yours,

Edward Rutledge
Executive Director

ER:bc

cc: Paul Anthony

See — Nat'l. Ctee Against Discrimination in Housing

March 17, 1967

Miss Margaret Fisher
Director
Information and Publications
National Committee Against Discrimination
in Housing
323 Lexington Avenue
New York, New York 10016

Dear Maggie:

Thank you for the copy of your excellent pamphlet. I am leaving it up to Moreland to determine any quantity orders. He, too, will appreciate your reaction to the transcript.

I do hope to have an opportunity to see you one of these days, and whish you could find some opportunity to come visit us.

With every good wish,

Sincerely,

Paul Antony
Executive Director

PA/mmj

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
323 LEXINGTON AVENUE, NEW YORK, N. Y. 10016 • 685-8911

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President

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Chairman of the Board

Frank S. Horne
Chairman of the Executive Committee

Robert L. Carter
Vice Chairman of the Executive Committee

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New York

Loren Miller
Los Angeles

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D. John Heyman
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Joseph B. Robison
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Executive Director

Jack E. Wood, Jr.
Associate Executive Director

Margaret Fisher
Director of Information and Publications

Neil N. Gold
Director of Program Planning

Barbara Chirse
Administrative Assistant

■

Charles Abrams
Robert C. Weaver
Past Presidents

March 10, 1967

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N. W. - Room 201
Atlanta, Georgia 30303

Dear Paul:

It occurs to me you might like to have a few copies of our pamphlet, "How the Federal Government Builds Ghettos," on hand for some special people. Hence, I am sending you a half-dozen copies in the hopes that the Council will decide it needs to buy a quantity of these for distribution.

You will be interested in learning that Calvin Kytle and David Apter did a magnificent public relations job for us on this. We have had astonishing coverage by press and radio, with a considerable amount of TV coverage. Press clippings are still coming in from all over the country. It really made an impact.

Warmest good wishes, including love and kisses.

Affectionately,

Maggie

Margaret Fisher
Director, Information
and Publications

MF:eh
Encls.

P. S. The pamphlets and transcript Moreland Smith sent to me are extremely interesting. I am going to review the transcript on Programs for Better Homes and Neighborhoods for him, although I have asked for a few days.

Contributions to NCDH are tax deductible

File
Nat'l Com. Against Discrim. in Housing

December 27, 1967

Mr. Arthur D. Wright
Chairman, NCDH Nominating Committee
National Committee Against Discrimination
in Housing
323 Lexington Avenue
New York, New York 10016

Dear Mr. Wright:

Please forgive me this long delay in responding to your communication of December 8th.

We would be pleased to have Moreland Smith continue as our designated representative on your Board of Directors.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
323 LEXINGTON AVENUE, NEW YORK, N. Y. 10016 • 685-8911

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Administrative Assistant

■

Charles Abrams
Robert C. Weaver
Past Presidents

December 8, 1967

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

At the October 30th meeting of the NCDH Board of Directors, I was designated as Chairman of the Nominating Committee. As you know, the Board must be elected at the Annual Meeting. At present, Moreland G. Smith is your designated representative on our Board of Directors.

Will you let me know within the next ten days whether or not you wish for Mr. Smith to continue as your representative, or whom else you wish to designate.

Sincerely yours,

Arthur D. Wright

Arthur D. Wright
Chairman, NCDH Nominating Committee

ADW:eh

Contributions to NCDH are tax deductible

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
323 LEXINGTON AVENUE, NEW YORK, N. Y. 10016 • 685-8911

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Barbara Chirse
Administrative Assistant

Charles Abrams
Robert C. Weaver
Past Presidents

file

23 January 1968

~~LMS~~
MS

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Thank you for your letter of December 27.

We are delighted that the Southern Regional Council has designated Mr. Moreland Smith to continue as your representative on the NCDH Board of Directors.

Sincerely yours,

Arthur D. Wright

Arthur D. Wright
Chairman, NCDH
Nominating Committee

ADW.w

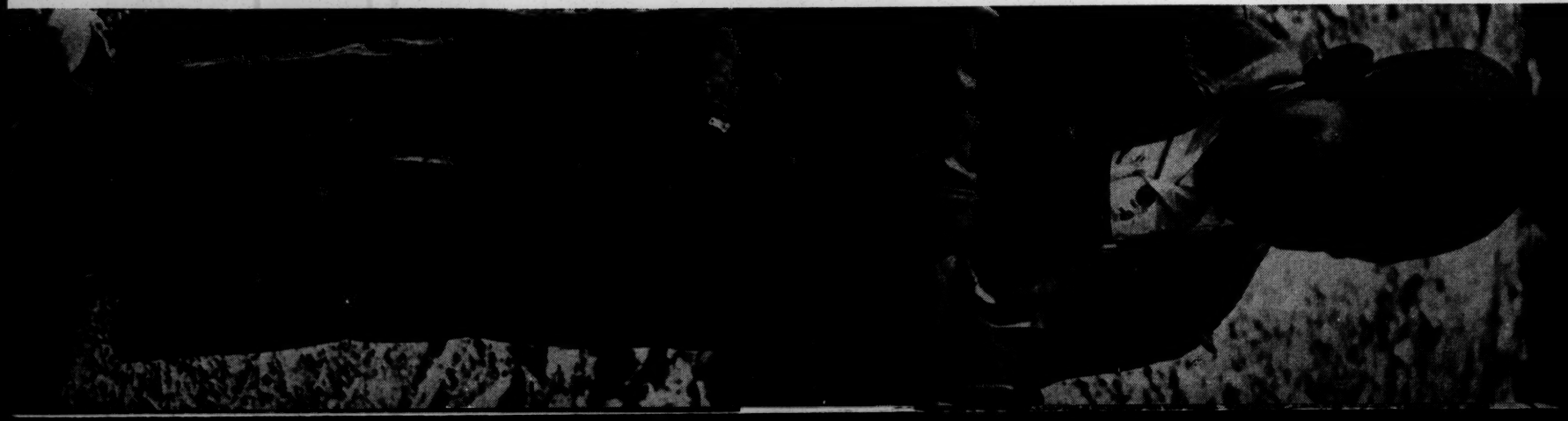
HOW DOES OUR GARDEN GROW?

1949—1953

A FIVE YEAR REPORT OF THE ACTIVITIES OF THE

NATIONAL COMMITTEE FOR RURAL SCHOOLS, Inc.

112 East 19th Street, New York 3, N. Y. • Tel.: AL 4-5865



HOW DOES OUR GARDEN GROW?

THE SOIL . . . was a desert of poverty and despair — the areas in the rural South where thousands of Negro children are raised under the most primitive conditions. Children without enough clothes . . . or food . . . or books . . . or medical care. Children who often have to walk five or more miles each day to get to their ramshackle school buildings which sometimes don't have water . . . or windows . . . or even seats.

THE SEED . . . was an idea — the idea that Americans would join together in voluntary organization to help these rural schools and children, to contribute to their urgent physical needs, and—most of all—to stimulate *self-help* programs so that entire communities could find the way to improvement, *by themselves*. For this purpose, the NATIONAL COMMITTEE FOR RURAL SCHOOLS WAS ORGANIZED in 1949.

THE SUN AND RAIN . . . giving life and nourishment to the idea were the contributions, will, and energies of hundreds of persons, *volunteers all*. The following page tells some of the things the NATIONAL COMMITTEE FOR RURAL SCHOOLS has done in these four years. SEE HOW OUR GARDEN HAS GROWN.

What We've Done —

I. SELF-HELP — *As a direct result of NCRS consultation and activity . . .*

—Local groups have succeeded in persuading county authorities to erect two modern brick school buildings.

—Thriving, active parent-teacher organizations have been created in six areas.

—School bus service has been established in counties where consolidated schools have been built.

—Community clothing banks, libraries, social and music centers organized in six areas.

—Local community responsibility has been awakened. In some areas, for example, county officials and doctors have joined to develop free eye-care programs for needy children, a project the NCRS is sponsoring and carrying out.

—Parents have developed new interest in their schools. In some cases, when no funds were available, they've gone into school buildings—the fathers saw and hammer, the mothers sew and clean —and the buildings have become more healthful, cheerful places.

II. CONTRIBUTIONS

Item	*Description*	*Value*
CLOTHING	Complete new outfits for 1487 school children	$ 40,000
	Complete new outfits for 202 pre-school children	6,000
	Six clothing banks	48,000
	Rehabilitated clothing (20,000 units)	45,000
RECREATIONAL EQUIPMENT	New and used toys, dolls, bats, balls, etc.	28,000
BOOKS	10,000 books for children in the communities	10,000
SHOES	400 pairs of new shoes	2,000
	1,500 pairs of reconditioned shoes	5,000
SCHOOL LUNCHES	30 children on yearly basis for 2 years	5,000

Other Services Include:

—A free eye-glass program for all children requiring same.

—The contribution of radio-phonograph combinations, candy, Christmas presents, and other materials designed to stimulate community-center programs 25,000

TOTAL $214,000

. . . a REAL bat instead of an old paper one . . .

The seeds have been well-planted. Our garden has grown beautifully these past four years. But it needs infinitely more care and attention.

Until segregated education is ended; until all children have equal educational opportunity, we are permitting future generations of Americans to be crippled by illiterary.

The National Committee for Rural Schools is helping the children of rural areas *now*—by encouraging them, their families, their communities *to help themselves.*

What You Can Do!

—*WRITE* us, telling what you can contribute in the way of clothing, books, playground equipment, etc. We will send you the name, address, and details of a community group in need.

—*ASK* us about our current projects so that you can organize meetings and parties in your local schools and churches to help them.

Send your contribution to:

NATIONAL COMMITTEE FOR RURAL SCHOOLS, INC.
112 East 19th Street, New York 3, N. Y.

Enclosed please find contribution of $..... to the work of your committee.

Name.....

Address.....

City.....State.....

BENJAMIN F. MCLAURIN
National Chairman

COLDEN L. BROWN
Treasurer

RAE BRANDSTEIN
Executive Secretary

Checks or money orders to be made payable to
NATIONAL COMMITTEE FOR RURAL SCHOOLS, INC
Contributions are tax exempt

NATIONAL COMMITTEE FOR RURAL SCHOOLS, INC.

112 East 19th Street, New York 3, N. Y. ALgonquin 4-5865

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CHAS. S. ZIMMERMAN

Committee (Incompl.)

January 19, 1954

Dear Friend:

The National Committee for Rural Schools, which is primarily concerned with the problems of Negro schools in Southern rural areas, has for some time considered the problems which might arise from the Supreme Court decision affecting segregation in the schools. In order to discuss this problem we have arranged an informal luncheon conference to take place on Thursday, January 28th, at 12:00 noon, at the offices of the Anti-Defamation League, 20 West 40th Street, 8th floor.

Our guest speaker and discussion leader will be George S. Mitchell, of Atlanta, Georgia, Executive Director of the Southern Regional Council. Mr. Mitchell is one of the leading authorities on problems of segregation in the South and he has been meeting with representatives of various groups in the South to discuss action which might be desirable following the Supreme Court decision. He brings a firsthand and intimate knowledge of the problem to us.

The luncheon conference will be completely informal. It is not our purpose to arrive at any conclusions but merely to consider the problem and to have the benefit of Mr. Mitchell's views and experience. Accordingly, we have invited a small group of leaders in the field of education, labor and civic affairs to meet with Mr. Mitchell.

We would be honored if you would be our guest at the luncheon. The meeting will end promptly at 2:00 p.m. We do hope it will be possible for you to be with us.

Sincerely yours,

Benjamin F. McLaurin

Benjamin F. McLaurin

All contributions are deductible

NATIONAL COMMITTEE FOR RURAL SCHOOLS, INC.

112 East 19th Street, New York 3, N. Y. ALgonquin 4-5865

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CHAS. S. ZIMMERMAN

Committee (Incompl.)

February 9, 1954

Mr. George Mitchell
Southern Regional Conference
Room 432- 63 Auburn Ave.
Atlanta 3, Ga.

Dear Mr. Mitchell:

Please accept my heartiest thanks for myself and the Committee for giving us of your precious time while on a short visit to New York. Personally I regret that we did not have a chance to be alone for a few minutes. As I told you, each time I am in Atlanta, you are elsewhere, because you are one of the most "travelingest" men in the U.S.A. I hope I will have better luck next time you visit New York or I visit Atlanta.

Several urgent things trouble me, and I know that you would know something about one particular thing and it is this: You have seen in our folder a picture of a consolidated school for Negro children. This picture is of a school built in Richmond County, town of Hepzabah. The money for this school had been appropriated many years ago when money was appropriated for a consolidated school for White children. The school for the White children by now is quite dilapidated notwithstanding that it is constantly being repaired. It took a great deal of pressuring and the good fortune of meeting with a very fine District Superintendent of Schools to use this money for a school building.

I believe you know that Georgia has appropriated quite a bit of money in many of the counties, but that money is not being used. My problem is how to find an influential person (White) who would be sympathetic enough and understanding to make this money work. I was hoping that you might be able to help me with such contacts since you know the school problems in Georgia as well as throughout the south.

If you have any suggestion I would be grateful to you. I hope that the near future brings you to us again.

Sincerely,

Rae Brandstein

Rae Brandstein
Exec.-Sec.

RB:drb

All contributions are deductible

August 28, 1954

Mr. B. F. McLaurin
Chairman
National Committee for Rural Schools, Inc.
112 East Nineteenth Street
New York 3, New York

Dear Mr. McLaurin:

You wrote me August 3rd about planning ahead for the National Committee for Rural Schools.

The broad setting is the final assumption of the responsibility on the part of public officialdom in each Southern state to provide good schools. The shack school is on the way out! I perfectly know that one can hunt around and find a lot of them left, but the decision has been taken that it means good, and good they will be!

Further, there is, of course, the national decision that segregated schools, rural and urban, must go. This will be slower in its implementation in many parts of the South than the position of good schools within so much of segregation as local communities and state officials can contrive.

So, as the decision has been taken to provide good schools and, within the foreseeable future, unsegregated good schools, it seems to me an appropriate function for the National Committee for Rural Schools to become a stimulus to performance under the decision taken.

There are various ways in which that could be done:

1. Suppose that the NCRS retains an educator at some college in each of several, or in all, Southern states to make an annual report on progress achieved in improving rural schools and in reaching the stage of unsegregated rural schools. The laggard spots would be pointed out and the good spots complimented and publicized. Such an annual report circulated to citizens and to public school officials within the affected states, would have a good deal of effect.

2. Alternatively and less expensively, let your spotlight dance from state to state from year to year, and in a single state each year pick out for publicizing the best and the worst rural school. Give pictures and describe programs.

3. By field studies arranged through Southern educational institutions, describe four, five, or six sample patterns of complete segregation and desegregation. This could involve maps showing school district peculiarities, locations of school buildings, transportation patterns, residence by race, and other criteria. Thus the nation would be informed of the shifting pattern of the gerrymandering of public school districts with the view to avoiding desegregation.

4. Give an annual award to some particular school board which has done an excellent job in removing the barriers of segregation by integrating the public schools.

5. Give an annual award to the rural school which has done most in outreach to its community. This would include such matters as a forest station, soil conservation, land tenure improvements, rural housing, the marketing of farm products, home conveniences, etc.

Any of these things seem to me workable, though none of them are easy, and while I don't know what your annual budget is, none of them except the first (and then depending upon how broadly it is done) would be an expensive operation.

We will be glad to confer and work with you futhur in any way in which we can be helpful.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Dictated by Dr. Mitchell/signed in his absence

NATIONAL COMMITTEE FOR RURAL SCHOOLS, INC.

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F. F. UMHEY
CHAS. S. ZIMMERMAN

Committee (Incompl.)

August 3, 1954

Mr. George S. Mitchell
63 Auburn Avenue, Northeast
Atlanta 3, Georgia

My dear Mr. Mitchell:

It is indeed a pleasure to listen to my friend Arthur Elder tell of his long conversation with you about the proposed project of the Rural Schools Committee. We are deeply grateful to you for the contributions you made when you spoke at our luncheon and I am particularly happy to learn of the funds you acquired to do the kind of job that has to be done in that section. I wish you every success in your efforts to organize state programs and, at the same time, raise funds to match the contributions in hand.

Because of your close association with the problems of the rural south and because of your knowledge with the whole question of leadership, I am wondering if you take time out to write us an appraisal of our work with suggestions for future orientation and application in the rural sections.

There is a real need to step up the

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AUG 5 1954
Southern Regional Council

All contributions are deductible

tempo of activities if we are to capitalize on the momentum created as a result of the Supreme Court decision. We welcome any suggestions or help you can give.

Wishing you continued success in the fine work you are doing, I am

Sincerely yours,

B. F. McLaurin

B. F. McLaurin
Chairman

BFM:s

NATIONAL COMMITTEE *for* RURAL SCHOOLS, *inc.*

112 EAST 19th STREET, NEW YORK 3, N. Y. • ALgonquin 4-5865

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CHAS. S. ZIMMERMAN

Committee (Incompl.)

All Contributions Are Deductible

September 27, 1954

Dear Friend:

We told you in our August note, a copy of which is enclosed, how the Supreme Court anti-segregation ruling has sky-rocketed the number of calls on us for guidance and financial help.

With this historic change we feel sure you will understand why your past measurements on the size of your contributions to this organization should be discarded. So accelerated is the tempo of our work that dividends in concrete results can now be collected far faster than was possible in the past. The iron is really hot.

It is also important for you to know that our organization has begun to operate on a national basis this year. Converting the Supreme decision from an eloquent legal victory into a solid fact in the daily lives of millions of people is going to take a lot of hard doing in hundreds of counties, North and South.

Our budget is being raised through the Major medium of a luncheon and Souvenir Journal Saturday, November 20, in the Century Room of the Hotel Commodore, New York City.

We will honor JUDGE J. WATIES WARING, the courageous fighter for tolerance whose great contribution to the Supreme Court victory has changed the course of history. He has accepted the national presidency of this organization and will work closely with us in the future. DR. RALPH J. BUNCHE will deliver the tribute, one of his first addresses since the recent announcement of his appointment as Under-Secretary to the United Nations. A. PHILIP RANDOLPH, International President of the Brotherhood of Sleeping Car Porters, will be among the speakers. MRS. ELEANOR ROOSEVELT and other great liberal figures will join us.

Enclosed is a luncheon reservation and advertising contract reply card. As you can see, time is very short and we will be very grateful for a quick response.

Sincerely yours,

Arthur A. Elder

B. F. McLaurin

Arthur A. Elder

B. F. McLaurin

NATIONAL COMMITTEE *for* RURAL SCHOOLS, *inc.*

112 EAST 19th STREET, NEW YORK 3, N. Y. • ALgonquin 4-5865

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Committee (Incompl.)

All Contributions Are Deductible

August, 1954

Dear Friend,

We're getting swamped ...

Calls on us for aid have multiplied tenfold since the Supreme Court ruling against segregation in the schools. It seems as if the dam has burst and much hard plowing we did in past years is ready to produce a crop.

This is completely understandable when you recall how we have always worked. Our small budget has been used to set up pilot projects through which we hope to give people in local communities the inspiration and the courage to take over. Often a single pilot project leads to several in the same county, locally run and locally financed. Your contributions then become seeds that produce forever.

Now many more courageous people, encouraged by the Supreme Court ruling, are raising their heads against the kind of blind opposition that thrives in Southern isolated rural areas. They are calling on us for guidance and a little help. We can do a great deal right now while the iron is hot. We are certain we can start many more communities on the road to giving their Negro and "poor White" children an even break.

We ask you with the utmost directness to discard your past measurements on your contributions to this organization. You who read current history know that the Supreme Court ruling has opened new and wider vistas. "The same as last year" simply does not square with today's opportunities. We can now use much more money effectively and constructively.

In another letter we will tell you about our November dinner and the journal we plan to publish to raise funds. Judge J. Waties Waring, of Charleston, South Carolina, has accepted the national presidency of the Committee and will be our guest of honor. It is our chance to pay tribute to this courageous fighter for tolerance whose great Supreme Court victory will forever be one of the bright pages in American history. The eloquent Dr. Ralph J. Bunche, Director, Department of Trusteeship United Nations, will preside.

We know you share our joy at the Supreme Court ruling; you will be able to do something about making it mean something real and practical in the lives of millions of Southern children by planning now to participate wholeheartedly in our November dinner. You will hear from us soon.

Sincerely yours,

Arthur A. Elder B. F. McLaurin

Arthur A. Elder B. F. McLaurin

COPY

Make freedom for
NCRS

September 27, 1954

Mr. Arthur A. Elder
International Ladies' Garment
Workers' Union
American Federation of Labor
1710 Broadway
New York 19, New York

Dear Art:

Good to hear that you get further with the National Committee for Rural Schools.

I will look forward to word from Ben McLaurin.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

AMERICAN FEDERATION OF LABOR • 1710 BROADWAY • NEW YORK 19, N. Y.

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I have attached the letter which I think is the one to which Mr. Elder is referring (eb)

Sept. 16th, 1954.

RECEIVED
9/24/54
Southern Regional Council

Mr. George S. Mitchell, Executive Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mitchell:

We had a meeting of the National Committee for Rural Schools yesterday to discuss the affair we are putting on around November 20th. In addition to Ralph Bunche and Judge Waring, Mrs. Eleanor Roosevelt is to be one of the guests of honor. I raised the point that the fact that all indications are that the affair should be a success emphasizes the need for developing a strategic program that would tie in with the work of your Council and other groups.

I also emphasized the fact that a large portion of your support up to this point had been forthcoming from labor organizations. This apparently was news for members of the group which I am sure feel the need for working closely with you.

Undoubtedly you will be hearing from Ben McLaurin. Actually up to this point he has not even seen the letter which apparently went to the office of the National Committee For Rural Schools. This leads me to believe that Ben probably used that organization's stationery. His continual absences from the city since your letter arrived means that it has remained in Rae Brandstein's possession up until this time.

My suggestion would be that if you wish to communicate further with Ben McLaurin you should write to him at his own office, C/o The Brotherhood of Sleeping Car Porters, 217 W. 138th St., New York City.

Sincerely and fraternally,

Arthur A. Elder LLS.
Arthur A. Elder

AAE:LLS
oeiu:153

NATIONAL COMMITTEE *for* RURAL SCHOOLS, *inc.*

112 EAST 19th STREET, NEW YORK 3, N. Y. • ALgonquin 4-5865

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Committee (Incompl.)

All Contributions Are Deductible

September 27, 1954

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Enclosed is a luncheon reservation and advertising contract reply card. As you can see, time is very short and we will be very grateful for a quick response.

Sincerely yours,

Arthur A. Elder

B. F. McLaurin

Arthur A. Elder

B. F. McLaurin

98

October 27, 1954

Mr. B. F. McLaurin
National Committee for Rural Schools, Inc.
217 West 125th Street
New York, New York

Dear Mr. McLaurin:

All success to your forthcoming meeting. There is a long difficult pull ahead of all of us in getting adequate and integrated education for all school children, and the problems will be particularly difficult in the rural areas.

I feel sure that the local state organizations of the Southern Regional Council will wish to be helpful to the National Committee for Rural Schools as its expanded program proceeds.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

AMERICAN FEDERATION OF LABOR • 1710 BROADWAY • NEW YORK 19, N. Y.

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Oct. 15th, 1954.

RECEIVED
10/18/54
Southern Regional Council

Mr. George S. Mitchell, Executive Director
Southern Regional Council
Room 432
63 Auburn, N. E.
Atlanta, Georgia

Dear Mr. Mitchell:

I appreciated receiving your note of September 27th advising me that you were expecting to hear from Ben.

I never realized how busy Ben is away from New York City until two or three days back. It seems that he is international field organizer for his union and his work certainly keeps him on the road. He just got in the city last week and left this morning for Richmond, Virginia, where he will be until the end of the month.

No doubt he has written you. Just in case he has not, however, I want you to know that your letter was read to the Board of Directors last week and then turned over to a sub-committee of which I was chairman to consider along with other suggestions that had been made regarding the possible future direction of the NCRS program.

I am enclosing a draft of the statement which we will be considering at a meeting next Wednesday. If you care to make any comment regarding things we have included, or in your opinion, we have omitted that should be in the statement of purposes, I would be happy to hear from you.

Prospects for a very successful luncheon are very good. In addition to Judge Waring we expect to have Eleanor Roosevelt, Ralph Bunche and A. Philip Randolph as honored guests.

Since the work of your Regional Council has received such consistent support from the AFL and CIO I would like to have specific reference made to the need for our tying in with such groups as yours on a day to day basis. This reference might appropriately come in the form of a statement from you as executive director of the Council which could be printed in the Souvenir Journal we are publishing for distribution at the luncheon. I would appreciate your reaction to this suggestion which I will bring up at the next meeting of our committee. I am also enclosing copies of the two communications which have been sent out to quite an extensive mailing list up to this point.

426

Mr. George Mitchell Oct. 15th, 1954.

Next week this time we will really begin to step up our campaign for contributions and reservations to the luncheon.

Sincerely and fraternally,

Arthur A. Elder

AAE:LLS
oeiu:153

CC: I don't want to bother you too much but in due course if you could get around to making suggestions as to specifics in the working out of our program I feel it would be quite helpful. Undoubtedly we will broaden our base of operations as a result of the affair we are putting on. However, I believe it particularly important that our activities be well planned.

AAE

January 11, 1955

(Dictated January 7)

Miss Rae Brandstein
Executive Secretary
National Committee for Rural Schools, In
112 East Nineteenth Street
New York 3, New York

Dear Miss Brandstein:

Do come and see us whenever you can. I don't know when I will get to New York again, but we will look for your here.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

NATIONAL COMMITTEE FOR RURAL SCHOOLS, INC.

112 East 19th Street, New York 3, N. Y. ALgonquin 4-5865

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Committee (Incompl.)

JAN 7 1955

January 5,1955

Mr. George S. Mitchell,Exec.Dir.
Southern Regional Council Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear George Mitchell:

Arthur Elder told me that you were in New York recently and I was looking forward to see you and talk with you.

It so happens that I had a very pressing problem concerning Griffin, Ga. I left three messages for you at the office of I.L.G. Training Institute in the hope that they would reach you. Whenever I get to Atlanta my first call is to George Mitchell, but that does not of necessity mean that you are to do the same when you get to New York.

I hope you had a successful trip.

Wishing you a very happy New Year, I am

Sincerely,

Rae Brandstein

Rae Brandstein
Exec. Sec.

RB:drb

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Southern Regional Council, Inc.
ROOM 432, 63 AUBURN AVENUE, N. E. ATLANTA 3, GEORGIA

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

APR 4 1955

OFFICE OF THE PRESIDENT
"TOP KNOT"
LINVILLE FALLS, NORTH CAROLINA

March 29, 1955

Mr. George S. Mitchell
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear George:

I have been invited to make a talk in New York on May 17 before the National Committee for Rural Schools. Do you know anything about that outfit?

I recall that you and Paul Christopher were very doubtful about my making a talk some time ago before Southerners for Civil Rights. Your fears were well founded. They were prompted by the possibility that we might hurt ourselves with the Ford people.

If you will read the last two paragraphs on page 6 and the first paragraph on page 7 of the speech of Robert M. Hutchins before the National Press Club (which Mrs. Hamilton sent me) you will see that the foundations perforce are paying some attention to such matters.

Best regards,

M. A. Wright

M. A. Wright

MAW:sgd

no

reply 4/5/55
no copies made

NATIONAL COMMITTEE *for* RURAL SCHOOLS, *inc.*

112 EAST 19TH STREET, NEW YORK 3, N.Y. • WA 9-7037

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CHAS. S. ZIMMERMAN
Committee (Incomplete)

98

MAY 2 1955

April 25, 1955

Dear Friend:

You are invited to attend a meeting of the National Committee for Rural Schools, on Tuesday, May 17th, at 8 P.M., at the Community Church, 40 East 35th Street, New York City.

On this day, we are commemorating the decision of the United States Supreme Court, made on May 17th, 1954, to abolish segregation in the public schools and give every American child an equal opportunity at schooling, which is his inherent right. The National Committee for Rural Schools is determined to work for integration now! We must work and never falter for a moment to help make this law a living reality.

The speakers will be Judge J. Waties Waring, Dr. Kenneth B. Clark, the eminent psychologist, Mr. Marion A. Wright, from the South. Reverend Donald Harrington will preside.

I am certain that all interested people will want to hear of what has been done since that momentous decision. We hope you will join us.

Sincerely yours,

J. Waties Waring

P.S. REFRESHMENTS WILL BE SERVED.

All Contributions Are Deductible

September 23, 1955

Mr. Arthur A. Elder
International Ladies' Garment
Workers' Union
1710 Broadway
New York 19, New York

Dear Mr. Elder:

Last Spring, at your invitation I believe, Marion Wright spoke to the National Committee forthe Rural Schools. The Fund for the Republic is interested in distributing copies of Mr. Wright's speech to consultants and board members of the Fund. The Fund has asked us to get the necessary permission.

Could you obtain for me the permission of the National Committee for the Rural Schools?

I will be most appreciative.

Sincerely yours,

Harold C. Fleming
Assistant Director

HCF/ys

TENTATIVE DRAFT

STATEMENT OF PURPOSES
NATIONAL COMMITTEE FOR RURAL SCHOOLS

The NCRS is dedicated to the promotion of adequate unsegregated public school facilities extending from kindergarten through high school to which all children may have access. The NCRS believes that the inability of children in some parts of the nation to take advantage of existing school facilities and the lack of buildings and adequate teaching staff in many areas still combine to deprive thousands of our children of the opportunity for education.

The NCRS supports the following program as a means of eliminating disparities and achieving the objective of real equality of educational opportunity:

1. Assisting and stimulating the establishment of pilot operations for new and improved schools in such a manner as to encourage maximum community interest and self-help.

2. Bringing areas and schools which need help in touch with institutions, agencies and individuals able and willing to give help.

3. Supporting publicly financial programs directed at making it possible for all children to attend school regardless of place of residence or economic status of their families.

4. Promoting local, state and Federal tax programs based primarily on ability to pay that will provide funds necessary for adequate housing, staffing and operation of schools.

5. Encouraging outstanding achievements by the making of awards to pupils, teachers, school boards or organizations which have made significant contribution to the building and enrichment of integrated school programs.

6. Conducting conferences, issuing reports and cooperating with all agencies concerned in promoting extension of educational opportunity.

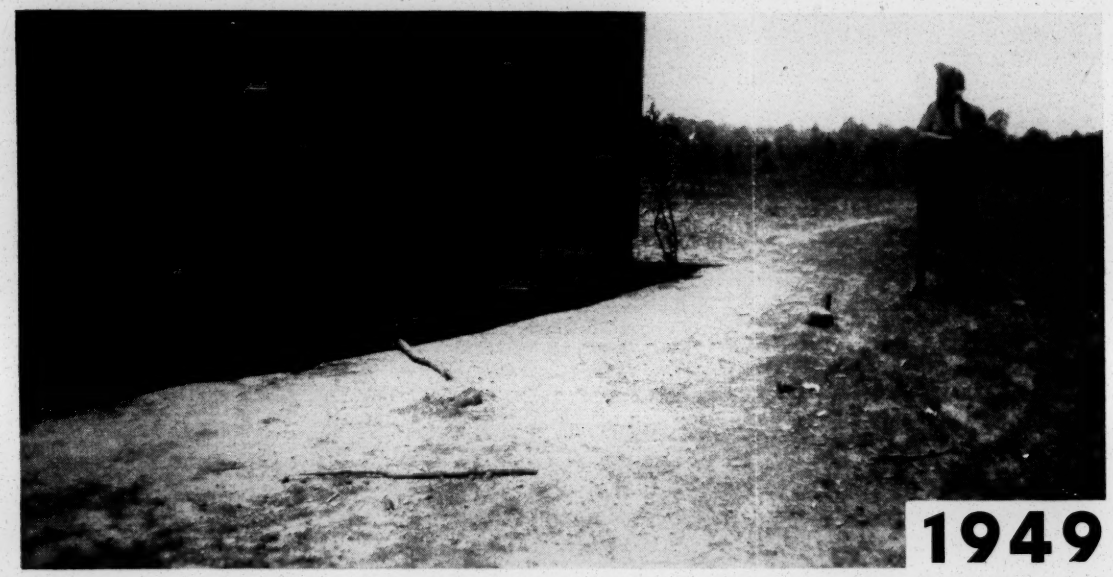
oeiu:153

NATIONAL COMMITTEE *for* RURAL SCHOOLS

INCORPORATED

112 East 19th Street · New York 3, N. Y.

A seed was planted...



1949

1950

This is what can be done — if YOU want to do it!

Does it look small for the number of pupils standing in front of it? There are more than twice as many as are shown.

The children walk 3-8 miles from their homes, each way, every day. There they are (below).

there was no "recreation" for the children except playing in the dirt! Yes, the older ones played "baseball" — with a "ball" of crumpled newspaper and a "bat" of cardboard tied with string, which flopped about uselessly after a few swings . . .

Now they have bats and balls and play equipment. We sent it — with funds begged from friends . . . to guarantee the inalienable right of these American citizens to play baseball — **for real!**

One day the mother who was president of the P.T.A. dressed up and went to the County Building and made a simple speech: "See what these people away off North did for us," she told them. "Now what are you going to do?"

It worked! The county got busy! **And that's why the children whom we found in a one-room shack are now learning to be Americans in a new modern brick county school for Negro children!** It's the one in the photo on the fly-leaf, labeled "1950."

It has modern school appointments, 10 class rooms for 480 students, 13 teachers, a janitor, a cafeteria and 2 cooks, and **4 school buses transport the children back and forth.**

Not only that: the people in the neighboring county were stirred to action. They also built a grand new school, even larger than this one!

Beyond that are other counties . . . and other states . . . This is a beginning. The seed can be planted, if YOU want to do it!

Maybe you know the conditions in the rural South, the conditions under which the **children** grow up . . . We thought so too, until we saw them . . .

Maybe you think nothing can be done about it by private individuals, without government action . . .

We **know** something can be done about it, because —

***We are doing it. We have done it. We have made a beginning,* and all on a voluntary basis.**

We are aware of the federal aid-to-education bill, and are also aware that while the lawmakers are pondering it, it will take years, if ever, before any part of the funds reaches rural Negro schools.

But in one county of one southern state, this is what has been done —

NOW!

We decided to start with one typical schoolhouse. Here it is (above), as it was in 1949.

But you see only the outside: a weather-beaten ugly clap-board shack standing in a dusty patch on a rural lane. **Inside** it's one room, there are no seats except for younger children (planks). There are no classroom facilities. There is not even an outhouse. There is no water . . . not even to drink. It is just . . . a shack.

Does it look small for the number of pupils standing in front of it? There are more than twice as many as are shown.

The children walk 3-8 miles from their homes, each way, every day. There they are (below).

One of the boys owned a broken-down bicycle. Here is how it served (below) . . . School buses? There aren't any.

These older boys will stand up in the classroom all day. **Without lunch.** They have had a scrap for breakfast; at night they will get another skimpy meal and go to bed. No wonder they look more dead than alive in the classroom!

Americans are generously giving for children the world over, and justly so. There is something you can do for our own.

The National Committee for Rural Schools was formed to do it. Without waiting — now!

These children need classroom facilities, hot lunches, new clothing, bus transportation, recreational and playground facilities, a community center, books, a livable school.

You have just read our program.

We moved into this county. We assisted in organizing a community P.T.A. among the parents, with one of the mothers as its energetic president. With guidance and just a trickle of funds from us, they started to work . . . **to build a new school, themselves!**

But before starting to build, they took care of something else . . .

Below, the men are shown readying the grounds for a grassy baseball field. **Think:** during the whole school day,

there was no "recreation" for the children except playing in the dirt! Yes, the older ones played "baseball" — with a "ball" of crumpled newspaper and a "bat" of cardboard tied with string, which flopped about uselessly after a few swings . . .

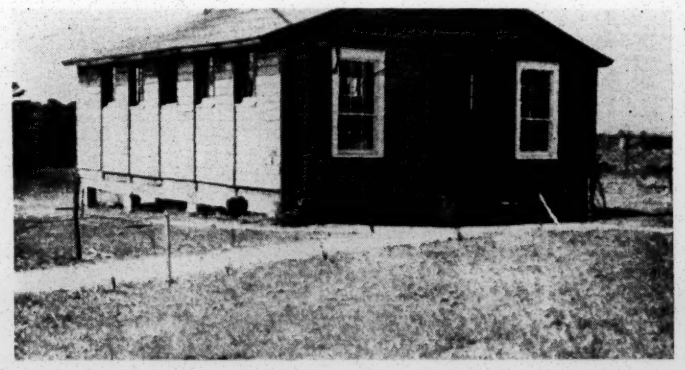
Now they have bats and balls and play equipment. We sent it — with funds begged from friends . . . to guarantee the inalienable right of these American citizens to play baseball — **for real!**

The mothers and fathers got to work on the old shack (above) with lumber bought with the few dollars we could raise here at the time. The men sawed and hammered; the women sewed new curtains . . .

Below is the new school they built with their own hands. **It has seats for all the children!** It has a desk for the teacher. It has windows. It is raised above the swampy ground. And for it we managed to obtain blackboards and maps and books — and a radio — The parents themselves walked in from miles around to listen to the radio. The people had a community center . . .

It didn't stop there!

And that's the point! This isn't charity. The seed had been planted . . .



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Not only that: the people in the neighboring county were stirred to action. They also built a grand new school, even larger than this one!

Beyond that are other counties . . . and other states . . . This is a beginning. The seed can be planted, if YOU want to do it!

WON'T YOU HELP?

As one friend has written about our work: "This sort of thing is contagious . . . I do not know any useful educational enterprise in which your dollars will get prompter results. This is not a private charity which helps people to evade responsibility; it is an organization which teaches and stimulates people to learn to live together."

Although this situation has been neglected for decades, there is no valid reason why it should continue. We have no right to permit future generations of Americans to be permanently crippled by illiteracy.

Because the need is so great, our Committee has received hundreds of requests from other states for assistance. We are pledged to a continuation of this program and we need your help.

You can shrug your shoulders and turn away from human beings who desperately need your help — or you can say: "Here is where **I can do something** — something which is not merely charity — something which will plant a seed..."

Please!

Chairman
BENJAMIN F. McLAURIN

Co-Chairman
DR. CHARLES S. JOHNSON

Treasurer
COLDEN BROWN

Executive Secretary
RAE BRANDSTEIN

NATIONAL COMMITTEE FOR RURAL SCHOOLS, INC.
112 East 19th Street, New York 3, N.Y.

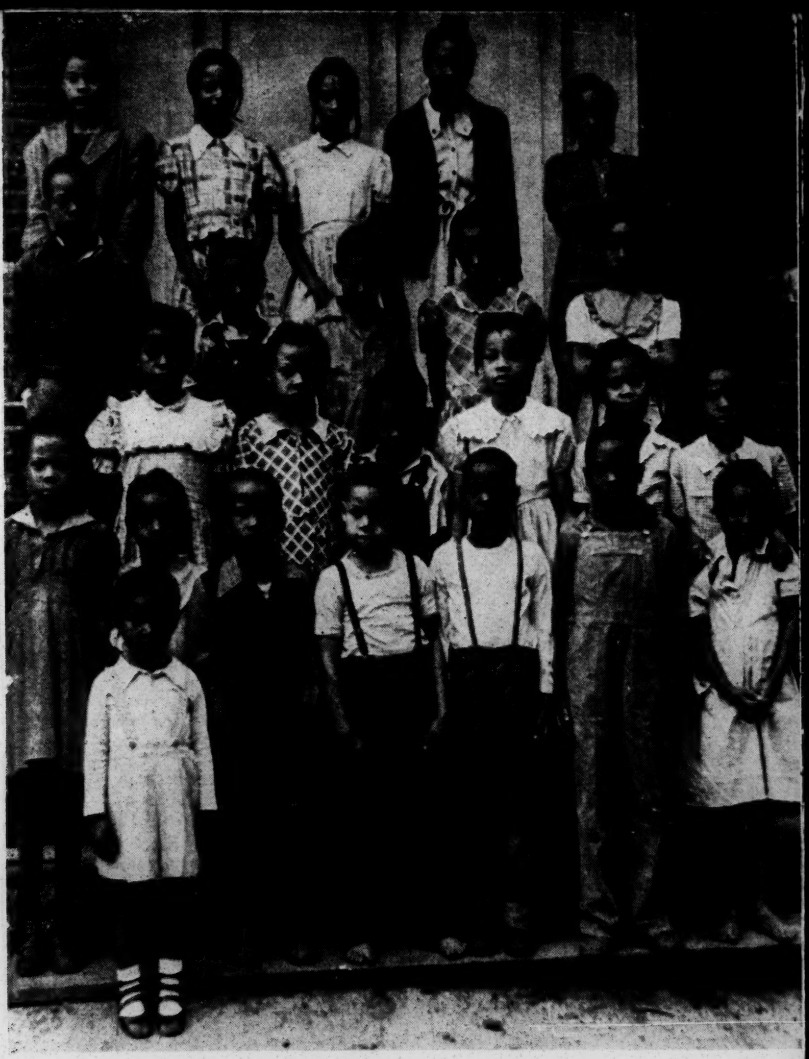
Enclosed please find contribution of $_____ to the work of your committee.

Name_____

Address_____

City_____ State_____

Checks or money orders to be made payable to
NATIONAL COMMITTEE FOR RURAL SCHOOLS, INC.



Please help it grow!

George Prentiss

Thermofaxed Copy sent to ~~Hal~~ Bob Hughes 2/25/59

CONFIDENTIAL

The National Committee for Unity

Objectives:

1. To re-establish the lines of communication between the Negro and white races.
2. To initiate an educational program designed to raise the morals and health standards of Negro residents of the South.
3. To promote a clean-up, paint-up program; to instill pride in the domesticated Negro communities.
4. To sponsor an educational program designed to insure the Negro his unqualified civil rights which will include fair and unbiased legal representation and equitable right to vote.
5. To continue to find substitute channels or progress which will establish peace and social advancement in preference to the current trend toward violence and destruction created by the drive to integrate the South's public school systems.

1. LINES OF COMMUNICATION: First objective of the committee will be to re-establish lines of communication between Negro and white with members seeking to reach the core of difficulties between the two races. This means a cooperative, give-and-take attitude is necessary from the representatives of both sides and a dedication to an effort to find solutions which are just.

2. NEGRO EDUCATION: Negroes will initiate an educational program designed to raise the moral and health standards of those Negroes who (individuals or communities) have not reached a level commensurate with normal community or individual standards as recognized in the framework of contemporary society.

3. CIVIL RIGHTS: Whites are to initiate and sponsor an educational program designed to insure the Negro his unqualified Civil Rights. These will include fair and unbiased legal representation, the equitable right to vote after meeting the qualifications set for any other citizen, and establishment of a common code of decency.

4. PAINT-UP, CLEAN-UP: The committee, as a whole, sponsor and promote a paint-up, clean-up program primarily aimed at neighborhoods or entire communities, but also to include the individual. An attempt should be made to gain donations of most working materials needed, and a drive set for diversion of funds from both within and without the Southern region for funds to secure paid labor from the ranks of Negro unemployed.

5. TREND TOWARD VIOLENCE: There is little doubt in the minds of leaders of both sides that continued pressure for integration of the schools will lead to bloodshed. It is, then, encumbent upon the members of the committee to maintain an active program of improvement, which reflects both in the individual and the community, in preference to the current program moving toward complete abolition of the social and economic structure.

SUMMARY:

By re-opening the lines of communication and maintaining them by persons willing to sit and discuss common problems there is hope of rejuvination in a critical period. There is no question about the necessity for a give and take attitude on the part of both Negro and white. There must be a withdrawal from the current press for immediate integration of schools and parks. And, on the other hand, there must be a similar and equal determination on the part of whites to seek channels through which the Negro can expect and be guaranteed certain civil rights which now are completely missing, only implied, or present only on a once-in-awhile basis.

Through education and employment of the paint-up, clean-up program, the committee should seek to give the Negro a basis for pride both in himself and the community to which he belongs. The two divisions, education on the moral and sanitation plan, cannot justly be separated from the physical show of progress. Negroes, through their influence with members of their race in various communities throughout

the region, must combine, then, the forces of physical labor and those equipped to do the job of constructing a sound spiritual foundation. It seems feasible that funds now designated for the all-out fight for integration, and more, could be channeled into a fund for labor. Salaries thus would go to presently non-working members of the communities for their part in the painting and cleaning. The role of teacher, played by doctors, lawyers, teachers, ministers and other professionals of the same communities would, by necessity, be asked to devote part of their time in a coordinated program for completion of the educational phase which would stress the importance of maintaining the district in a clean and orderly fashion.

Common decency would indicate that while such a program is being realized, the Negro should, as he reaches that accepted level of citizenship, be accorded the right of franchise. Other civil rights should be his by virtue of the fact that he is a human being. There is no short road to such ends. All possibilities must be searched out and all things considered in the ultimate solutions. It will take time.

This outline is provided only as a basis from which the committee might operate initially. It is fully expected that expansion and ultimate changes will be realized. And there is no attempt to signal the final inroads to the solutions sought. These can only be found through thorough and frank consideration of what we consider to be the problems at hand.

PERSONS WITH WHOM THIS PROGRAM HAS BEEN DISCUSSED INCLUDE:

1. Cooper Green, Birmingham.
2. Earl Pippin, AFL-CIO Vice-President, Montgomery.
3. Ed Mauldin, Large landowner, farmer and noted cotton statistician, Town Creek, Ala.
4. John Wienand, State Veterans Affairs Office and former State Commander, American Legion.
5. Walter Head, Veterans Affairs Office, Montgomery.
6. Jim Beasley, Sweet Sue Poultry, businessman, Athens, Ala.
7. Bob Hudgens, Montgomery Aviation Corp., Montgomery.
8. Carl Bear, Contractor, businessman, Montgomery.
9. Noble Crump, businessman, Montgomery.
10. Dr. Henry Russell, former Pastor Trinity Presbyterian Church of Montgomery, now in Memphis.
11. John Hodgson, contractor, Montgomery.
12. The Rev. K. L. Buford, Pastor Methodist Church, Tuskegee.

Others who would fall into the category of "man in the street," who would have no other interest than that of seeing peace preserved and progress in the making, also have been asked for their reactions to such a program. This was done in an effort to gain a fairly sound cross-section opinion.

Reaction to the proposed program has been mixed. Among those mentioned on the foregoing list, there has been, without exception, an expressed desire to see a return to peaceful relations between the races. Most of the opinion differences have been in expressions on the possibility of success of a middle of the road program at this stage. At least two expressed the belief that relations were fractured beyond repair. "It is too late to do anything but toe the line and prepare for an all-out fight," was their first reaction. The majority, however, expressed a firm desire to seek a solution, even at this late date, and voiced the opinion that the outlined program apparently would provide a basis for the opening of such preparations. The Rev. Buford, who agreed to lead Negroes of the region in such a program as outlined here, wished for a firm commitment to the establishment of the educational program which would eventually bring the Negro his Civil Rights. He places this above all else in the matter of race relations and makes this his key to success for any proposed change in the present "do it now" program. According to his own statement, he does not consider integration the basic need, or for that matter even a necessary consideration, so long as the Negro is given some foundation for self respect and the privilege of exercising the customary rights of citizenry. He is aware, too, that the program will take time. This seems not an unfavorable thought in his consideration of the possibilities for success. Additional Negroes, leaders in their respective communities over the state, are being contacted by the Rev. Buford. They (seven of them) will be asked to serve as committee

members. Other white businessmen and industrialists over the state also are being asked for their cooperation in the overall program, if not to serve on the committee.

ORGANIZATION: (Suggested structure for the committee, with national, regional and state divisions.)

MEMBERS:	EAST————6	(New York and Washington)
	REGIONAL——6	(Southern, excluding Alabama)
	ALABAMA——14	(Representing both Negro and White on state-wide basis)
	NATIONAL——6	(2 from each of the 3 divisions to serve as National Exec. Comm.)

DONALD M. FRASER
5TH DISTRICT, MINNESOTA

432 HOUSE OFFICE BUILDING
CA 4-3121, EXT. 4756

DALE MACIVER
ADMINISTRATIVE ASSISTANT

Congress of the United States
House of Representatives
Washington, D.C. 20515

FOREIGN AFFAIRS COMMITTEE

SUBCOMMITTEES:
STATE DEPARTMENT ORGANIZATION AND FOREIGN OPERATIONS
INTERNATIONAL ORGANIZATIONS AND MOVEMENTS

Pat
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MLK
BP
copy
MJ file

VJ t
advice
please

July 27, 1964

Mr. Leslie Dunbar
5 Forsyth Street N. W.
Atlanta, Georgia

Dear Mr. Dunbar:

Responsible persons rejoice in the passage of the Civil Rights Act. Yet we must heed the prophetic words of Norman Cousins:

> "Not much time is left. The white people of America are going to have to do something dramatic and they have to do it fast. The passage of the civil rights bill is the least, not the most, that is required. The main work has to be done not just by legislation but by enough individual Americans who accept a moral obligation and responsibility in their everyday attitudes and actions. ... A national tragedy is in the making. If it is to be averted, the eyes and consciences of the nation will have to be opened wide - and soon." (Saturday Review 5/30/64 p 22)

Many of us would respond to such a call for individual action but need clear direction as to where and how to act. One important area of action is in the field of housing, "perhaps the most ubiquitous and deeply rooted Civil Rights problem in America." (1963 Report of The U.S. Commission on Civil Rights, p 237)

Suburban housing, virtually closed to non-whites, leads to Negro central cities, with consequent segregation in schools. Bold steps are needed now to change this pattern. But how?

Patterns of segregation in both housing and schools are in large part determined by investors in real estate who decide who may buy or rent. Therefore, we must encourage investors of good will to make their dollars work for justice as well as monetary return. The National Committee On Tithing in Investment, Inc. (NCTI) of which I am co-chairman has been formed to develop this dramatic new approach to investment.

Mr. Leslie Dunbar
July 27, 1964

Prior to making a broad national appeal I am writing to a group of concerned people to inform you of our plans, to seek comments and questions, and to invite you to become a national sponsor. After having given this matter your serious consideration, I hope you will sign the enclosed sponsor card and return it to me as soon as possible. A stamped reply envelope is enclosed.

NCTI's purpose is to educate non-profit agencies and individuals to commit about 10% of their available capital for investments in housing open to all, as well as to encourage, perform or sponsor research on investment patterns of churches, unions and other groups.

The function of The National Committee On Tithing in Investment, whose board is listed in the enclosed "The Terrible Silence of the Decent," is not to raise funds but to encourage tithing in investment by emphasizing the moral urgency of the problem. NCTI will serve as a clearing house for information on tithing, and urge banks and brokers to handle tithing accounts. Several have already agreed to do so. A wide range of investment opportunities is available to meet the varied needs of individuals and institutions for safety.

The tithing in investment movement can be part of the great social revolution now taking place. Not all of us can go to Mississippi to register voters, but we can act boldly to end the insufferable restrictions in housing. We must act now, as one Mississippi student volunteer has said, to do something about "the closed society." (Jerry Parker, The New York Times 6/30/64, p 19)

Sponsorship involves no obligation save belief in the idea. But it is an idea that can start now to change the world of segregation in housing and education for many Americans.

Do return the sponsor card today and help to build a world where people can know each other across all walls of race or creed.

Sincerely,

Don Fraser

Donald M. Fraser

Sandra:
Make folder:
"Nat'l. Committee on Tithing in Investment, Inc"

cr. ref.

~~Cooper~~, Corresp. with Congressmen et. al.

Help Break

THE TERRIBLE SILENCE OF THE DECENT

Many Americans want open occupancy in housing, but few of us in our daily lives can take the trouble and time to work for it. We are caught in what Life has aptly called "the terrible silence of the decent" -- a silence that undermines our convictions and erodes the cause of civil rights. Suburban housing, virtually closed to non-whites, leads to Negro central cities, with consequent segregation in schools. Bold steps are needed now to change this pattern. But how?

The following proposal -- Tithing in Investment -- explains one important way we can break the silence. It is based on the proposition that one's investments can be an eloquent voice for integration. Money talks. If you want your money to speak for your beliefs, you will want to consider this proposal for Tithing in Investment.

1. Q. **What is Tithing in Investment?**

A. It is investment by non-profit institutions or by individuals of about 10% of their available investment capital in housing that is open to all. The investor gradually builds a "Tithing Portfolio" consisting of stocks, bonds and other securities or investments in real estate issued by organizations that practice housing integration.

2. Q. **What is the National Committee On Tithing in Investment and what is its program?**

A. This is a non-profit agency organized to meet the challenge of "the terrible silence of the decent" in the field of investment in housing. NCTI will not invest. It will endeavor to link sound investments with fairness and justice in housing. It will serve as a clearing house for information, so that stockbrokers and banks can act knowledgeably on behalf of their tithing clients. It will promote research on the investment policies of churches, labor unions, colleges and other non-profit institutions.

3. Q. **How would investments be linked with fair housing?**

A. NCTI will develop a panel of people familiar with open occupancy housing problems. This group, on request, will advise on the social aspects of investments. The panel will not concern itself with assessing financial risks. This is the responsibility of the investment agency.

4. Q. How else will NCTI assist tithing investors?

A. NCTI is accumulating a list of brokers, banks and other investing groups that will handle tithing accounts. This list will be sent to any person or institution upon request.

5. Q. Who runs the National Committee On Tithing in Investment?

A. Listed below are the directors. The Board of Directors sets the policy.

6. Q. Doesn't the existence of FHA and VA mortgages make your program unnecessary?

A. Even if government housing agencies were enthusiastically promoting open housing, these activities cover only a small part of the housing market. In addition, FHA mortgage insurance is not available in many situations. The buyer of a large apartment house, for example, would have to make major improvements (about 20% of value) in the building to become eligible for an FHA mortgage. Few buildings worth buying need such extensive improvements. Moreover, purchasing groups and builders need equity capital for all buildings -- and such funds are not readily available for open housing.

7. Q. Doesn't the late President Kennedy's Executive Order on housing do the job, making tithing unnecessary? What about The Civil Rights Act of 1964? What about state and local fair housing laws?

A. The sad fact is this: Most dwelling units in the United States are not covered by the Executive Order or by any fair housing law. The Civil Rights Act of 1964 does not cover housing. Housing integration requires the energy and funds of dedicated Americans, not laws alone.

8. Q. How much safety is available in open occupancy housing investments? What are the risks?

A. As with all investments, there is risk. In our judgment there are sound investment opportunities in this field, and these opportunities may multiply as NCTI's success encourages builders and developers to open their housing to all.

9. Q What about the person with a complex investment portfolio? Could he reorganize his portfolio gradually over a period of time -- say, one year -- or would he have to set up a Tithing Portfolio overnight?

A. NCTI does not intend to put a time limit on a person's effort to tithe. Conscience and sound business judgment are the sole criteria.

10. Q. Can a church practice tithing in investment?

A. Certainly. And so can a union, college, pension fund, charitable foundation, or any other responsible institution. Most such institutions have assets which are presently invested in some fashion. We seek to encourage these institutions to channel a portion of their investment capital into open housing.

11. Q. Having agreed that about 10% of one's investments shall be used to promote open housing, how does an individual or institution then assure himself that the balance of his portfolio is invested consistent with belief in equal opportunity for all citizens?

A. For information, contact the United Council for Fair Employment, Inc., 342 Madison Ave., New York, N. Y. 10017, a non-profit agency.

12. Q. How is the tithing movement financed?

A. NCTI is supported by voluntary contributions. Gifts are needed -- to pay for staff, rent, printing, postage, phone, etc. Contributions are not invested; they are used for current operating expenses. Checks to "National Committee On Tithing in Investment, Inc." should be mailed to Howard W. Smith, executive secretary, room 704, 1914 Connecticut Avenue, N.W., Washington, D.C. 20009.

13. Q. What can I do to help?

A. You can become a sponsor of NCTI. This does not obligate you to contribute money to the agency. There is no commitment, save belief in the idea of tithing.

Here are other ways you can help:

Seek sponsors -- especially among people who control capital either personally or through their roles in churches, pension funds, foundations, universities, labor unions, etc.

Be on the lookout for ways that <u>you</u> can influence investment policies: as a college alumnus, as a bank depositor, as a church member, as a member of

any board, and even as a voting citizen with a stake in the administration of municipal and state pension funds.

Spread the word about NCTI. Send us names of concerned friends so that we can send them material on tithing.

Send us names of brokers, banks and other investment agencies interested in handling tithing accounts. Help us build up a national list of friendly investment agencies. Start now to change the world of segregation in housing and education for many Americans.

BOARD OF DIRECTORS

Founding chairman: Eliot D. Pratt, chairman of the board Goddard College, publisher, Current. New Milford, Conn.

Chairman of the board: Congressman Donald M. Fraser of Minneapolis, former law partner of Secretary of Agriculture Orville Freeman.

Secretary-Treasurer: Daniel M. Singer, attorney. Washington, D. C.

Seth M. Glickenhaus, member, New York Stock Exchange. New Rochelle, N.Y.

Kivie Kaplan, Retired businessman; Executive Committee, Union of American Hebrew Congregations; Board, Mt. Vernon Cooperative Bank. Boston.

Emil Mazey, Secretary-Treasurer, United Auto Workers. Detroit.

Morris Milgram, President, Planned Communities, Inc., Modern Community Developers, Inc. Philadelphia.

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Sterling Tucker, Executive Director, Washington Urban League. Washington, D.C.

National Committee of Sponsors
(in formation)

Religious Leaders co-chairmen:

Right Reverend John M. Burgess, Suffragan Bishop, Boston

Reverend John F. Cronin, assistant director, Department of Social Action, National Catholic Welfare Conference, Washington, D.C.

Rabbi Roland Gittelsohn, Temple Israel, Boston

Shirley F. Boden, President, Association for Middle Income Housing. New York.

John R. Bodo, professor of practical theology, San Francisco Theological Seminary.

Truman B. Douglass, executive vice-president, United Church Board for Homeland Ministries. New York

Very Rev. Msgr. John Egan, director, Office of Urban Affairs, Catholic diocese, Chicago.

James Farmer, national director, CORE. New York

Irving Jay Fain, chairman, Commission on Social Action of Reform Judaism; vice-president, Apex Tire and Rubber Co. Providence R.I.

Dorothy I. Height, president, National Council of Negro Women. New York

Philip M. Klutznick, partner, Klutznick Enterprises. Chicago

Right Reverend Paul Moore, Jr. Suffragan Bishop, Washington, D. C.

Robert R. Nathan, economist. Washington, D.C.

Bayard Rustin, deputy director, March on Washington Movement. New York

William H. Scheide, director, Bach Aria Group; board, Princeton Theological Seminary, Princeton, N. J.

Robert W. Spike, executive director, Commission on Religion and Race, National Council of Churches. New York

John S. Stillman, deputy to secretary, U.S. Department of Commerce. Washington, D. C.

John H. Wheeler, Mechanics and Farmers Bank. Durham, N. C.

Roy Wilkins, executive secretary, NAACP. New York.

Whitney M. Young, executive director, National Urban League. New York

(Organizations listed for identification only)

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Lipman, Louis E. Martin, Frank C. Montero, S. Garry Oniki, David H. Scull, Leon Sullivan.

* * * * * * * * * *

Additional copies (to be printed, with added sponsors):
1--3, Free, 10 for $1, 100 for $5, 1000 for $45. Make check to National Committee on Tithing in Investment, mail to Howard W. Smith, Room 704, 1914 Connecticut Ave., N W. Washington, D.C. 20009. Telephone 265-9448.

Detach and Mail

Congressman Donald M. Fraser
432 House Office Building
Washington, D.C. 20515

Dear Congressman Fraser:

I agree to become a sponsor of the National Committee On Tithing in Investment. I understand there is no obligation, save belief in the idea.

Print Name	Signature
Position (For Identification)	Address

DONALD M. FRASER
5TH DISTRICT, MINNESOTA

432 HOUSE OFFICE BUILDING
CA 4-3121, EXT. 4756

DALE MACIVER
ADMINISTRATIVE ASSISTANT

FOREIGN AFFAIRS COMMITTEE

SUBCOMMITTEES:
STATE DEPARTMENT ORGANIZATION AND FOREIGN OPERATIONS
INTERNATIONAL ORGANIZATIONS AND MOVEMENTS

Congress of the United States
House of Representatives
Washington, D.C. 20515

September 14, 1964

File

Mr. Leslie W. Dunbar
5 Forsyth Street, N W.
Atlanta, Ga.

Dear Mr. Dunbar:

On behalf of the Board of ~~Directors I~~ want to thank you for your sponsorship of the National Committee On Tithing in Investment. The response to our letter has been enthusiastic, as indicated by the list of sponsors set out in the enclosed "The Terrible Silence of The Decent."

We continue to seek sponsors. The Board is now turning to the task of finding suitable means to identify investment opportunities in open housing for those prepared to carry out their commitment to the tithing concept.

You will hear from us soon. In the meantime, you can help by distributing additional copies of "The Terrible Silence of The Decent."

Cordially,

Donald M. Fraser

Donald M. Fraser.

4055

P.S. Funds are needed now to expand staff and spread the word of NCTI by letters and advertisements. A contributor's card and reply envelope are enclosed. But don't let a contribution to NCTI become a substitute for your determination to tithe in investment.

DMF

DONALD M. FRASER
5TH DISTRICT, MINNESOTA

432 HOUSE OFFICE BUILDING
CA 4-3121, EXT. 4756

DALE MACIVER
ADMINISTRATIVE ASSISTANT

FOREIGN AFFAIRS COMMITTEE

SUBCOMMITTEES:
STATE DEPARTMENT ORGANIZATION AND FOREIGN OPERATIONS
INTERNATIONAL ORGANIZATIONS AND MOVEMENTS

Congress of the United States
House of Representatives
Washington, D.C. 20515

V E
S W. file

November 9, 1964

Dear Mr. Dunbar:

As a founding NCTI sponsor, you will be happy to learn of our continuing growth since the first printing of "The Terrible Silence of The Decent. Two thousand responsible citizens, including 100 college presidents and scores of business and religious leaders have become sponsors. Also we have received enthusiastic letters from every state commending NCTI for encouraging investors to provide equal opportunity to all citizens who buy or rent housing.

The tithing movement has met a positive response far beyond our most optimistic expectations, indicating that the eyes and consciences of the nation are now being opened. Mindful of the great urgency for private initiative in housing, the board has decided NCTI should make a dramatic appeal for sponsors. We want to reach the American public as soon as possible by full page advertisements in such publications as the New York Times, The Wall Street Journal and The Saturday Review.

Since you are one of the people who helped get the tithing movement off to this tremendous start, I am inviting you to share in its growth by making a generous contribution for ads in the New York Times and elsewhere. A card and stamped envelope are enclosed to speed your reply.

Public word of this tithing movement in large national ads will give new hope to all who have experienced the bitterness of housing discrimination. Your early response will be doubly helpful, as space must be reserved in advance.

Sincerely yours,

Donald M. Fraser

Donald M. Fraser

DONALD M. FRASER
5TH DISTRICT, MINNESOTA

432 HOUSE OFFICE BUILDING
CA 4-3121, EXT. 4756

DALE MACIVER
ADMINISTRATIVE ASSISTANT

Rec'd 1/26/65

FOREIGN AFFAIRS COMMITTEE

SUBCOMMITTEES:
STATE DEPARTMENT ORGANIZATION AND FOREIGN OPERATIONS
INTERNATIONAL ORGANIZATIONS AND MOVEMENTS

Congress of the United States
House of Representatives
Washington, D.C. 20515

January 21, 1965

LE ✓
BP ✓
SWA ✓
file

Mr. Leslie W. Dunbar
Southern Regional Council
ATLANTA, GA.

Dear Mr. Dunbar:

I am happy to announce that generous contributions by sponsors of The National Committee On Tithing in Investment make it possible for the board to go ahead with plans to announce the tithing movement by ads in the Times and elsewhere. A proof of the copy prepared by advertising friends is enclosed. We are ready to go to press.

However, although we already have your agreement to sponsor NCTI, the Times requires specific permission to list your name as a sponsor in a N. Y. Times ad. The enclosed list includes your name among those we would like to name in the ad.

Your listing on the enclosed card is as we would like it to appear in the ad. If this is agreeable with you, please check the card for accuracy, and make only necessary corrections. Please give your approval by signing the card, and return it promptly so that your name can be included in these major announcements.

These ads, in my opinion, will give new hope to countless Americans that equal housing opportunity may become a reality for them. A stamped reply envelope is enclosed to speed your answer.

Cordially,

Donald M Fraser

Donald M. Fraser

SPONSORS, NATIONAL COMMITTEE ON TITHING IN INVESTMENT

(Partial list, Organizations listed for identification only)

Morris Abram
Pres. American Jewish Committee

James Luther Adams
Prof. Chr. Ethics Harvard Divinity School

Morris Adler

Matthew Ahmann
Exec. Dir. Natl Cath. Conf. for Interracial Justice

Conrad Aiken

Steve Allen

Dana Andrews

Harry S. Ashmore

Bishop Richard H. Baker

Roger N. Baldwin

Ernie Banks

Bishop George W. Barrett

Jacques Barzun

Samuel Belkin
Pres. Yeshiva University

Jaime Benitez
Chancellor University of Puerto Rico

Charles Benton
Pres. Encyclopedia Brittanica Films

Russell K. Berg
Pres. Intl Brotherhood of Boilermakers

Paul H. Berger
Chmn Hyde Park Federal Savings & Loan

Leonard Bernstein

Harold Berry
Treas. Intl Hotels, Inc.

Francis Biddle

Eugene Carson Blake

Bishop Roger Blanchard

Shirley F. Boden
Pres. Assn for Middle Income Housing

Balfour Brickner
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William W. Brill
New York Realtor

Julien Bryan
Exec. Dir. Intl Film Foundation

Berkeley G. Burrell
Pres. Natl Business League

Paul Cadmus

Frank Capra

Winslow Carlton
Chmn Fdn for Cooperative Housing

Morris Carnovsky

Diahann Carroll

Stephen G. Cary
Assoc. Exec.Sec. American Friends Service Com.

Stuart Chase

Paddy Chayefsky

Sen. Frank Church

John Ciardi

Roger S. Clapp

Sen. Joseph S. Clark, Jr.

Kenneth B. Clark

Rufus E. Clement
Pres. Atlanta University

James S. Coles
Pres. Bowdoin College

Edward T. Cone

Albert Sprague Coolidge

Henry Hitt Crane

Cheryl Crawford

A. Stauffer Curry
Moderator, Church of the Brethren

Bishop Norris S. Curry

Merle Curti

Edwin T. Dahlberg
Past Pres. Natl Council of Churches
Past Pres. Amer. Baptist Convention

Samuel H. Daroff
Manufacturer; Hon.Natl Chmn United JewishAppeal

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Virginia Homebuilder

Bette Davis

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Chicago

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James Farmer

L. H. Foster
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Richard G. Gettell
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Sec.-Treas. Amalgamated Meat Cutters & Butcher Workmen of N.A.

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Natl Council of Churches

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June Havoc

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Pres. Natl Council of Negro Women

Albert H. Heller
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Ralph Helstein
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Richard G. Hirsch
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Sec.-Treas. Center for Study of Democratic Institutions

Libby Holman

Frank S. Horne
V.P. Natl Com.Against Discrimination in Housing

Duncan Howlett
Chmn Natl Affairs Com. Unitarian-Universalist Assn.

Langston Hughes

Kim Hunter

Sophia Yarnall Jacobs
Pres. Natl Council of Women of U.S.

Crockett Johnson

John H. Johnson
Publisher, *Ebony and Jet*

Josephine Johnson

Robert Clyde Johnson
Dean, Yale Divinity School

H. Charles Johnston
V.P. 1st Federal Savings & Loan,Little Rock

Harry Kahn
Partner, Neuberger & Berman, Stockbrokers

Rabbi Wolfe Kelman
Exec. V.P. Rabbinical Assembly

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J. J. Mallon
Pres. Preferred Risk Life Ins. Co.

Bishop C. Gresham Marmion

Louis E. Martin

Albert Mayer

Benjamin E. Mays
Pres. Morehouse College

Louise W. McCannell
Chmn Greater Minneapls.Interfaith Fair Hsg. Prog.

Roy McCorkel
Chmn Suburban Fair Housing; co-chmn Religion & Labor Fdn

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Gen. Sec. Friends Gen. Conf.

Uri Miller
Pres. Synagogue Council of America

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Chmn MCD & Planned Communities, Inc.

Bishop Paul Moore, Jr.

Henry Morgan

Hans Morgenthau

Msgr. John L. Morkovsky
Bishop Coadjutor, Galveston-Houston

John B. Morris
Exec.Dir.Epis.Soc.for Racial & Cultural Unity

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G. Holmes Perkins
Dean, School of Fine Arts, U. of Pa.

Clarence E. Pickett
Sec. Emer. American Friends Service Com.

Bishop James A. Pike

Charles C. Price III
Pres. American Chemical Society

Roger L. Putnam
Manufacturer

William L. Rafsky

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co-author *But Not Next Door*

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Janice Rule

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Bernard Segal
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Baltimore Realtor

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Past. Pres. Philadelphia Homebuilders Assn

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Pres. Council of Bishops, Methodist Church

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Edward Bennett Williams

Meredith Willson

Gayraud S. Wilmore, Jr.
Exec. Dir. Comn on Rel & Race U.P. Church

Joanne B. Wilson
Justice Washington State Supreme Court

Shelley Winters

Tighe Woods
Realtor; U.S. Housing Expediter under Pres. Truman

Whitney M. Young

Charles S. Zimmerman
V.P. ILGWU

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Bishop Arthur Lichtenberger, Past Presiding Bishop, Protestant Episcopal Church U.S.A.

Executive Secretary,

Howard W. Smith

CONGRESSMAN DONALD M. FRASER

March 4, 1965

Rec'd 3/8/65

VJ - pls see me

file

Mr. Leslie W. Dunbar
5 Forsyth Street, N.W.
Atlanta, Ga.

Dear Mr. Dunbar:

The NY Times ad which bears your name brought an exciting response. The tithing movement, strengthened by you as a founding sponsor, is gaining momentum daily. People from every part of the nation are becoming sponsors, indicating growing acceptance of the tithing concept -- that one's investment can do powerful work for fair housing.

All of us are encouraged by the results. Now, clearly, is the time to make the tithing movement a vigorous force in American life.

Our immediate goal is to reach thousands of potential NCTI supporters throughout the nation. We can do this through wide distribution of the NY Times reprint. This will not only enlist new supporters essential to the growth of the tithing idea, but will also encourage developers of housing to plan open communities.

Presently, we are developing the following steps to provide leadership and to educate for tithing:

1) a series of one-day conferences for religious leaders, their investment counsellors and people who have successfully invested in open housing ..

2) an educational NCTI Newsletter ..

3) a research program on the investment policies of non-profit organizations.

For these and other important tasks in the NCTI program, we need major contributions. Won't you please send your check today. Make it out to NCTI, and mail it to me at 1914 Connecticut Ave., N.W. Washington, D.C. 20009.

With gratitude for the new moral climate which your sponsorship is helping to develop, I am

Sincerely,

Donald M Fraser

Donald M. Fraser

Les, you said you wanted to discuss this with John Wheeler.

Make Folder "NCII"

Nat'l. Council on Fishing Investment

Congressman Donald M. Fraser NYT-SA
1914 Connecticut Ave. N.W.
Washington, D.C. 20009

Dear Congressman Fraser:

Here's my check for $_____to help make the tithing in investment movement a national force for equal housing.

Name_____
(Please print)

Address_____

City_____State_____Zipcode_____

Congressman Donald M. Fraser FH
432 House Office Building
Washington, D. C. 20515

Dear Congressman Fraser:

I agree to become a sponsor of the National Committee On Tithing in Investment. I understand there is no obligation, save belief in the idea.

Print Name	Signature
Position (for identification)	Address

REPRINTED FROM The New York Times.

THURSDAY, FEBRUARY 18, 1965.

If you believe in equal opportunity in housing Speak up!

Congressman Donald M. Fraser
1914 Connecticut Ave.
Washington, D.C. 20009

Dear Congressman Fraser:

I agree to become a sponsor of the National Committee on Tithing in Investment... a proposal based on the idea that one's investments can be an eloquent voice for housing integration. I understand there is no obligation, save belief in the idea.

Signature _____

Print Name _____

Position or occupation _____
(FOR IDENTIFICATION)

Address _____ Zip _____
(PLEASE PRINT)

Please send me ____ copies of this advertisement. $ ____ enclosed.

ADDITIONAL COPIES OF THIS AD: 10 FOR $1.00, 100 FOR $5.00, 1,000 FOR $25.00. MAKE CHECK PAYABLE TO NCTI.

Many Americans want open occupancy in housing, but only a few of us in our daily lives can take the time and trouble to work for it. We are caught in what Life Magazine has called **"the terrible silence of the decent."**

The following proposal – Tithing in Investment – is based on the idea that one's investments can be an eloquent voice for integration. In just a few months – and with very little promotion – this plan has attracted nearly 3,000 sponsors. They include churchmen, educators, congressmen, businessmen, authors, union leaders, lawyers, economists, artists, entertainers

panies, and deposits in commercial or savings institutions.

In addition, NCTI intends to undertake or sponsor research and education concerning institutional investment policies. Such a program might suggest, for example, ways in which those policies could be altered to effect a lessening of neighborhood tensions, reduce prejudice and discrimination, and promote civil rights secured by law.

Is Fair Housing Good Business?

As with all investments, there is risk in open housing. But in our judgment there are many sound investment opportunities

and the foundations earmarked a small portion of their investments for equal housing. Not to mention the millions of additional dollars in pension funds, trust funds and individual portfolios!

What Can You Do To Help?

You can become a sponsor of NCTI. This does not obligate you to contribute money. The only commitment you make is to the idea of Tithing in Investment. If you want to contribute money to be used for this educational work, wonderful. We can use it. There are other ways to help, too:

Seek sponsors – especially among people

Sponsors:

AFFILIATIONS FOR IDENTIFICATION ONLY
Space does not permit full listing; sponsors include 126 college and theological seminary presidents and many other distinguished persons.

Morris B. Abram
PRES. AMERICAN JEWISH COMMITTEE
Mathew H. Ahmann
EXEC. DIR. NATL. CATHOLIC CONF. FOR INTERRACIAL JUSTICE
Conrad Aiken
Harry S. Ashmore
Bishop Richard H. Baker
Roger N. Baldwin
Bishop George W. Barrett
Jacques Barzun
Samuel Belkin
PRES. YESHIVA UNIVERSITY
Charles Benton
PRES. ENCY. BRITANNICA FILMS
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Francis Biddle
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Bishop Roger Blanchard
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PRES. NATL. BUSINESS LEAGUE
Paul Cadmus
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PAST PRES. AMER. BAPTIST CONVENTION
Samuel H. Daroff
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Ruby Dee
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Rabbi Wolfe Kelman
EXEC. V.P. RABBINICAL ASSEMBLY
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Otto F. Kraushaar
PRES. GOUCHER COLLEGE
Angela Lansbury
Eugene J. Lipman
Jerrold Loebl
W. Thacher Longstreth
EXEC. V.P. PHILA. C OF C
Bishop John Wesley Lord
Stanley H. Lowell
CHMN. N.Y. CITY COMN. ON HUMAN RIGHTS
Robert P. Ludlum
PRES. BLACKBURN COLLEGE
Bernard Malamud
J. J. Mallon
PRES. MIDWEST MUTUAL INS. CO.
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Louis E. Martin
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PRES. MOREHOUSE COLLEGE
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CHMN. GREATER MPLS. INTERFAITH FAIR HSG. PROG.
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J. J. Morrow
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S. Garry Oniki
Robert Oppenheimer
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ACTING PRES. TOUGALOO COLLEGE
Drew Pearson
John deJ. Pemberton, Jr.
EXEC. DIR. AMERICAN CIVIL LIBERTIES UNION
G. Holmes Perkins
DEAN, SCHOOL OF FINE ARTS, U. OF PA.

If you believe in equal opportunity in housing Speak up!

Congressman Donald M. Fraser
1914 Connecticut Ave.
Washington, D.C. 20009

Dear Congressman Fraser:

I agree to become a sponsor of the National Committee on Tithing in Investment...a proposal based on the idea that one's investments can be an eloquent voice for housing integration. I understand there is no obligation, save belief in the idea.

Signature _____

Print Name _____

Position or occupation _____
(FOR IDENTIFICATION)

Address _____ Zip _____
(PLEASE PRINT)

Please send me ____ copies of this advertisement. $ ____ enclosed.

ADDITIONAL COPIES OF THIS AD: 10 FOR $1.00, 100 FOR $5.00, 1,000 FOR $25.00. MAKE CHECK PAYABLE TO NCTI.

Many Americans want open occupancy in housing, but only a few of us in our daily lives can take the time and trouble to work for it. We are caught in what Life Magazine has called **"the terrible silence of the decent."**

The following proposal – Tithing in Investment – is based on the idea that one's investments can be an eloquent voice for integration. In just a few months – and with very little promotion – this plan has attracted nearly 3,000 sponsors. They include churchmen, educators, congressmen, businessmen, authors, union leaders, lawyers, economists, artists, entertainers and many others. The list grows longer every day.

Money talks. If you want your money to speak for your beliefs, you will want to consider this proposal for Tithing in Investment.

What Is Tithing In Investment?

It is investment by individuals or by non-profit institutions of about 10 per cent of their available investment capital in housing that is open to all. The National Committee on Tithing in Investment (NCTI) will serve as a clearinghouse for information about such investments. Organized as a non-profit agency, NCTI will not invest. But it will alert individuals and non-profit groups to investment opportunities in equal housing.

NCTI will bring together investors of good will and housing professionals who are committed to open occupancy. In this way the investor will gradually build up a "tithing portfolio," consisting of investments favorable to open occupancy housing. Such a portfolio might include equity in a real estate investment trust or a partnership owning apartment houses, mortgages, securities of development companies, and deposits in commercial or savings institutions.

In addition, NCTI intends to undertake or sponsor research and education concerning institutional investment policies. Such a program might suggest, for example, ways in which those policies could be altered to effect a lessening of neighborhood tensions, reduce prejudice and discrimination, and promote civil rights secured by law.

Is Fair Housing Good Business?

As with all investments, there is risk in open housing. But in our judgment there are many sound investment opportunities in this field; and these opportunities may multiply as NCTI's success encourages builders and developers to open their housing to everyone. However, NCTI will not advise investors on the financial soundness or safety of the investment. That is clearly the responsibility of the investor's broker or banker. NCTI will provide information on the social soundness of the investment – that is, whether the company's selling and renting policies are in line with the investor's own convictions.

What Good Will It Do?

Plenty! There is today a tragic shortage of capital available to developers and apartment house owners who wish to practice equal housing. The consequences are all too clear: each year about 1.5 million new family units are built, nearly all of them on a "de facto" segregated basis. And each year we get larger "black belts" in our cities and larger "white belts" in our suburbs.

One clear way to reverse this trend is to pour investment capital into equal housing. The money is available. Think what a tremendous difference it would make if the churches, the colleges, the labor unions and the foundations earmarked a small portion of their investments for equal housing. Not to mention the millions of additional dollars in pension funds, trust funds and individual portfolios!

What Can You Do To Help?

You can become a sponsor of NCTI. This does not obligate you to contribute money. The only commitment you make is to the idea of Tithing in Investment. If you want to contribute money to be used for this educational work, wonderful. We can use it. There are other ways to help, too:

Seek sponsors – especially among people who invest capital either personally or through their roles in churches, pension funds, foundations, universities and labor unions.

Be on the lookout for ways that you can influence investment policies: as a college alumnus, as a bank depositor, as a church member, as a member of any board, and even as a voting citizen with a stake in the administration of municipal and state pension funds.

Spread the word about NCTI. Send us names of concerned friends so we can send them material on tithing. And order reprints of this ad for friends (see coupon).

Send us names of brokers, bankers, persons holding investments and non-profit groups who believe in equal housing. Help us to build a national list of friendly investors and investment agencies.

And Send Us The Coupon

Right now send the coupon enrolling yourself as a sponsor. Send it today, whether or not you choose to send money as well. Tithing in Investment is one important and practical way of breaking "the terrible silence of the decent." You can speak up for equal housing. Do it now.

"We cannot keep our moral convictions in one pocket and our thoughts and actions about business and politics and social order and justice in another pocket quite apart."
BISHOP ARTHUR LICHTENBERGER
PAST PRESIDING BISHOP, EPISCOPAL CHURCH, U.S.A.

"The Tithing in Investment movement can be part of the great social revolution now taking place. Not all of us can go to Mississippi to register voters but we can act boldly to end the insufferable restrictions in housing. We must act now, as one Mississippi student volunteer has said, to do something about 'the closed society.'"
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S W file

Help break

the terrible silence of the decent

Many Americans want open occupancy in housing, but few of us in our daily lives can take the trouble and time to work for it. We are caught in what **Life** has aptly called "the terrible silence of the decent"—a silence that undermines our convictions and erodes the cause of civil rights. Suburban housing, virtually closed to non-whites, leads to Negro central cities, with consequent segregation in schools. Bold steps are needed now to change this pattern. But how?

The following proposal—Tithing in Investment—explains one important way we can break the silence. It is based on the proposition that one's investments can be an eloquent voice for integration. Money talks. If you want your money to speak for your beliefs, you will want to consider this proposal for Tithing in Investment.

1. Q. What is Tithing in Investment?

A. It is investment by non-profit institutions or by individuals of about 10% of their available investment capital in **housing that is open to all.** The investor gradually builds a "Tithing Portfolio" consisting of stocks, bonds and other securities or investments in real estate issued by organizations that practice housing integration.

2. Q. What is the National Committee On Tithing in Investment and what is its program?

A. This is a non-profit agency organized to meet the challenge of "the terrible silence of the decent" in the field of investment in housing. NCTI will **not** invest. It will endeavor to link sound investments with fairness and justice in housing. It will serve as a clearing house for information, so that stockbrokers and banks can act knowledgeably on behalf of their tithing clients. It will promote research on the investment policies of churches, labor unions, colleges and other non-profit institutions.

3. Q. How would investments be linked with fair housing?

A. NCTI will develop a panel of people familiar with open occupancy housing problems. This group, on request, will advise on the social aspects of investments. The panel will not concern itself with assessing financial risks. This is the responsibility of the investment agency.

4. Q. How else will NCTI assist tithing investors?

A. NCTI is accumulating a list of brokers, banks and other investing groups that will handle tithing accounts. This list will be sent to any person or institution upon request.

5. Q. Who runs the National Committee On Tithing in Investment?

A. Listed below are the directors. The Board of Directors sets the policy.

6. Q. Doesn't the existence of FHA and VA mortgages make your program unnecessary?

A. Even if government housing agencies were enthusiastically promoting open housing, these activities cover only a small part of the housing market. In addition, FHA mortgage insurance is not available in many situations. The buyer of a large apartment house, for example, would have to make major improvements (about 20% of value) in the building to become eligible for an FHA mortgage. Few buildings worth buying need such extensive improvements. Moreover, purchasing groups and builders need equity capital for all buildings—and such funds are not readily available for open housing.

7. Q. Doesn't the late President Kennedy's Executive Order on housing do the job, making tithing unnecessary? What about The Civil Rights Act of 1964? What about state and local fair housing laws?

A. The sad fact is this: Most dwelling units in the United States are **not** covered by the Executive Order or by any fair housing law. The Civil Rights Act of 1964 does not cover housing. Housing integration requires the energy and funds of dedicated Americans, not laws alone.

8. Q. How much safety is available in open occupancy housing investments? What are the risks?

A. As with all investments, there is risk. In our judgment there are sound investment opportunities in this field, and these opportunities may multiply as NCTI's success encourages builders and developers to open their housing to all.

9. Q. What about the person with a complex investment portfolio? Could he reorganize his portfolio gradually over a period of time—say, one year—or would he have to set up a Tithing Portfolio overnight?

A. NCTI does not intend to put a time limit on a person's effort to tithe. Conscience and sound business judgment are the sole criteria.

10. Q. Can a church practice tithing in investment?

A. Certainly. And so can a union, college, pension fund, charitable foundation, or any other responsible institution. Most such institutions have assets which are presently invested in some fashion. We seek to encourage these institutions to channel a portion of their investment capital into open housing.

11. Q. Having agreed that about 10% of one's investments shall be used to promote open housing, how does an individual or institution

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—Letter from Congressman Donald Fraser inviting friends to sponsor the movement.

"More and more I feel that the people of ill will have used time much more effectively than have the people of good will. We will have to repent in this generation not merely for the hateful words and actions of the bad people but for the appalling silence of the good people. Human progress never rolls in on wheels of inevitability; it comes through the tireless efforts of men willing to be co-workers with God, and without this hard work, time itself becomes an ally of the forces of social stagnation. We must use time creatively, in the knowledge that the time is always ripe to do right. Now is the time to make real the promise of democracy and transform our pending national elegy into a creative psalm of brotherhood. Now is the time to lift our national policy from the quicksand of racial injustice to the solid rock of human dignity."

—Martin Luther King, Jr.
"Why We Can't Wait"

then assure himself that the balance of his portfolio is invested consistent with belief in equal opportunity for all citizens?

A. For information, contact the United Council for Fair Employment, Inc., 342 Madison Ave., New York, N.Y. 10017, a non-profit agency.

12. Q. How is the tithing movement financed?

A. NCTI is supported by voluntary contributions. Gifts are needed—to pay for staff, rent, printing, postage, phone, etc. Contributions are not invested; they are used for current operating expenses. Checks to "National Committee On Tithing in Investment, Inc." should be mailed to Howard W. Smith, Executive Secretary, Room 704, 1914 Connecticut Avenue, N.W., Washington, D. C. 20009.

13. Q. What can I do to help?

A. You can become a sponsor of NCTI. This does not obligate you to contribute money to the agency. There is no commitment, save belief in the idea of tithing.

Here are other ways you can help:

Seek sponsors—especially among people who control capital either personally or through their roles in churches, pension funds, foundations, universities, labor unions, etc.

Be on the lookout for ways that **you** can influence investment policies: as a college alumnus, as a bank depositor, as a church member, as a member of any board, and even as a voting citizen with a stake in the administration of municipal and state pension funds.

Spread the word about NCTI. Send us names of

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Rev Layton P. Zimmer, Pa.

If your home or college town is all white or segregated, organize a fair housing committee. About 400 are now at work for equal housing opportunities. For information on organizing fair housing committees, write to the National Committee Against Discrimination in Housing, 426 W. 58 Street, New York 19, N.Y. When moving from one city to another, find an integrated community or help to integrate one by your action. Ask for aid in getting facts on housing desegregation in your community. Sometimes such facts are available from local offices of the American Friends Service Committee, 160 N. 15 Street, Philadelphia 2, Pa.; National Urban League, 14 East 48 Street, New York 17, N.Y.; NAACP, 20 West 40 Street, New York 32, N.Y., or Congress on Racial Equality, 38 Park Row, New York 38, N.Y. **Morris Milgram —"Developing Open Communities," National Student Councils of YMCA & YWCA.**

concerned friends so that we can send them material on tithing.

Send us names of brokers, banks and other investment agencies interested in handling tithing accounts. Help us build up a national list of friendly investment agencies. Start now to change the world of segregation in housing and education for many Americans.

Congressman Donald M. Fraser
432 House Office Building
Washington, D. C. 20515

Dear Congressman Fraser:

I agree to become a sponsor of the National Committee On Tithing in Investment. I understand there is no obligation, save belief in the idea.

Signature .....

Print Name .....
Position
(For Identification).....

Address .....

.....

Additional copies: 1—3 Free, 10 for $1, 100 for $5, 1000 for $25. Make check payable to National Committee on Tithing in Investment. Mail orders for over 100 copies directly to the printer, Turnpike Press, Box 170, Annandale, Virginia. Send all other orders to Howard W. Smith, Room 704, 1914 Connecticut Ave., N.W., Washington, D.C., 20009. Telephone 265-9448.

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"Not much time is left. The white people of America are going to have to do something dramatic and they have to do it fast. The passage of the civil rights bill is the least, not the most, that is required. The main work has to be done not just by legislation but by enough individual Americans who accept a moral obligation and responsibility in their everyday attitudes and actions. . . . A national tragedy is in the making. If it is to be averted, the eyes and consciences of the nation will have to be opened wide—and soon."

—Norman Cousins—editorial, The Saturday Review, May 30, 1964

If you believe in equal opportunity in housing

Speak up!

Congressman Donald M. Fraser
432 House Office Building
Washington, D.C. 20515.

Dear Congressman Fraser:

I agree to become a sponsor of the National Committee on Tithing in Investment... a proposal based on the idea that one's investments can be an eloquent voice for integration. I understand there is no obligation, save belief in the idea.

Signature _____

Print Name _____

Position or occupation _____
(FOR IDENTIFICATION)

Address _____

Please send me _____ copies of this advertisement. $ _____ enclosed.

ADDITIONAL COPIES OF THIS AD: 10 FOR $1.00, 100 FOR $5.00, 1,000 FOR $25.00. MAKE CHECK PAYABLE TO NCTI (NATIONAL COMMITTEE ON TITHING IN INVESTMENT).

Many Americans want open occupancy in housing, but only a few of us in our daily lives can take the time and trouble to work for it. We are caught in what Life Magazine has called **"the terrible silence of the decent."**

The following proposal – Tithing in Investment – is based on the idea that one's investments can be an eloquent voice for integration. In just a few months – and with very little promotion – this plan has attracted nearly 3,000 sponsors. They

in a real estate investment trust or a partnership owning apartment houses, mortgages, securities of development companies, and deposits in commercial or savings institutions.

Is Open Housing Sound Business?

As with all investments, there is risk in open housing. But in our judgment there are many sound investment opportunities in this field; and these opportunities may multiply as NCTI's success encourages

tional dollars in pension funds, trust funds and individual portfolios!

What Can You Do To Help?

You can become a sponsor of NCTI. This does not obligate you to contribute money. The only commitment you make is to the idea of Tithing in Investment. If you want to contribute money to be used for this educational work, wonderful. We can use it. There are other ways to help, too:

Sponsors:

PARTIAL LIST:

Space does not permit full listing; sponsors include 126 college and theological seminary presidents and many other distinguished persons.

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Please send me_____copies of this advertisement. $_____enclosed.

ADDITIONAL COPIES OF THIS AD: 10 FOR $1.00, 100 FOR $5.00, 1,000 FOR $25.00. MAKE CHECK PAYABLE TO NCTI (NATIONAL COMMITTEE ON TITHING IN INVESTMENT).

Many Americans want open occupancy in housing, but only a few of us in our daily lives can take the time and trouble to work for it. We are caught in what Life Magazine has called **"the terrible silence of the decent."**

The following proposal – Tithing in Investment – is based on the idea that one's investments can be an eloquent voice for integration. In just a few months – and with very little promotion – this plan has attracted nearly 3,000 sponsors. They include churchmen, educators, congressmen, businessmen, authors, union leaders, lawyers, economists, artists, entertainers and many others. The list grows longer every day.

Money talks. If you want your money to speak for your beliefs, you will want to consider this proposal for Tithing in Investment.

What Is Tithing In Investment?

It is investment by individuals or by non-profit institutions of about 10 per cent of their available investment capital in housing that is open to all. The National Committee on Tithing in Investment (NCTI) will serve as a clearinghouse for information about such investments. Organized as a non-profit agency, NCTI will not invest. But it will alert individuals and non-profit groups to investment opportunities in equal housing.

NCTI will bring together investors of good will and housing professionals who are committed to open occupancy. In this way the investor will gradually build up a "tithing portfolio," consisting of investments favorable to open occupancy housing. Such a portfolio might include equity in a real estate investment trust or a partnership owning apartment houses, mortgages, securities of development companies, and deposits in commercial or savings institutions.

Is Open Housing Sound Business?

As with all investments, there is risk in open housing. But in our judgment there are many sound investment opportunities in this field; and these opportunities may multiply as NCTI's success encourages builders and developers to open their housing to everyone. However, NCTI will not advise investors on the financial soundness or safety of the investment. That is clearly the responsibility of the investor's broker or banker. NCTI will provide information on the social soundness of the investment – that is, whether the company's selling and renting policies are in line with the investor's own convictions.

What Good Will It Do?

Plenty! There is today a tragic shortage of capital available to developers and apartment house owners who wish to practice equal housing. The consequences are all too clear: each year about 1.5 million new family units are built, nearly all of them on a "de facto" segregated basis. And each year we get larger "black belts" in our cities and larger "white belts" in our suburbs.

One clear way to reverse this trend is to pour investment capital into equal housing. The money is available. Think what a tremendous difference it would make if the churches, the colleges, the labor unions and the foundations earmarked a small portion of their investments for equal housing. Not to mention the millions of additional dollars in pension funds, trust funds and individual portfolios!

What Can You Do To Help?

You can become a sponsor of NCTI. This does not obligate you to contribute money. The only commitment you make is to the idea of Tithing in Investment. If you want to contribute money to be used for this educational work, wonderful. We can use it. There are other ways to help, too:

Seek sponsors – especially among people who invest capital either personally or through their roles in churches, pension funds, foundations, universities and labor unions.

Be on the lookout for ways that you can influence investment policies: as a college alumnus, as a bank depositor, as a church member, as a member of any board, and even as a voting citizen with a stake in the administration of municipal and state pension funds.

Spread the word about NCTI. Send us names of concerned friends so we can send them material on tithing. And order reprints of this ad for friends (see coupon).

Send us names of brokers, bankers, persons holding investments and non-profit groups who believe in equal housing. Help us to build a national list of friendly investors and investment agencies.

And Send Us The Coupon

Right now send the coupon enrolling yourself as a sponsor. Send it today, whether or not you choose to send money as well. Tithing in Investment is one important and practical way of breaking "the terrible silence of the decent". You can speak up for equal housing. Do it now.

"We cannot keep our moral convictions in one pocket and our thoughts and actions about business and politics and social order and justice in another pocket quite apart."

BISHOP ARTHUR LICHTENBERGER
PAST PRESIDING BISHOP, PROTESTANT EPISCOPAL CHURCH, U.S.A.

"The Tithing in Investment movement can be part of the great social revolution now taking place. Not all of us can go to Mississippi to register voters but we can act boldly to end the insufferable restrictions in housing. We must act now, as one Mississippi student volunteer has said, to do something about 'the closed society.'"

CONGRESSMAN DONALD M. FRASER
LETTER INVITING SPONSORS FOR NCTI.

National Committee On Tithing In Investment

1914 CONNECTICUT AVE., WASHINGTON, D.C. 20009. AREA CODE 202. 265-9448

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TITHING IN INVESTMENT

AFFILIATIONS FOR IDENTIFICATION ONLY

November 2, 1954

Dictated October 29

Mr. Irving Kane
Chairman
Special Committee on Reassessment
National Community Relations Advisory Council
Nine East Thirty-Eighth Street
New York 16, New York

Dear Mr. Kane:

I am dreadfully sorry that I have an engagement standing now for many months to teach for the whole week of December 5-10 at a Southwestern A.F. of L. school at Mineral Wells, Texas, and that cuts me out of accepting your kind invitation to be present at the NCRAC meeting at Atlantic City December 9-11.

I will do my best in the next few days to study with care Will Maslow's paper and send you my comments.

Most kind of Maurice Fagan to suggest that you invite me, and I am sorry as can be that I can't be a part of the meeting.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

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9 East 38th Street, New York 16
Telephone: MUrray Hill 5-1606

Executive Director: ISAIAH M. MINKOFF

October 28, 1954

RECEIVED
Southern Regional Council

Mr. George Mitchell
Southern Regional Conference
63 Auburn Ave. N.E.
Atlanta, Ga.

Dear Mr. Mitchell:

There will be a meeting of the NCRAC Special Committee on Reassessment on December 9-11, 1954 Thursday through Saturday, at the Hotel Ritz-Carlton, Atlantic City, New Jersey, on the topic: "THE ADVANCEMENT OF COMMUNITY RELATIONS OBJECTIVES THROUGH LAW AND LEGISLATION: The Significance and Value of This Approach; The Role of the Jewish Community Relations Agencies." Our practice is to invite a small number of social scientists and other experts to participate with us in each such meeting. It is my privilege to invite you to attend this meeting as a guest of the NCRAC and to participate with us in our discussions of these weighty problems. Maurice B. Fagan has suggested your name, and would be happy to supply you with further information.

The projected meeting will be the third in a series, each meeting designed to examine thoroughly the problems in a given area of community relations work, to assess the activities and approaches which have been conducted in relation to the problem and to formulate a general policy statement on work in the area for guidance of the Jewish community organizations dealing with the questions. I enclose a copy of the statement dealing with overt anti-Semitism. This pamphlet will demonstrate more clearly than I can, within the confines of a brief letter, what it is that we are trying to do and how we are going to do it.

Mr. Will Maslow, director of the Commission on Law and Social Action of the American Jewish Congress, has prepared a paper to initiate discussion of the topic of the Conference. A copy of this paper is enclosed. I shall appreciate your comments, in writing, if possible, so that they can be reproduced for distribution. A syllabus for the meeting is also in preparation and a copy

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will be sent to all participants as soon as it will be ready.

We hope that it will be possible for you to attend and to participate in this meeting. We are enclosing a self-addressed hotel reservation card for your convenience, and we shall be happy to make any other arrangements which you may desire. If you have any questions about the process, please do not hesitate to address them to me.

I hope that your schedule will permit you to participate in this meeting, I am

Sincerely yours,

Irving Kane

IRVING KANE, Chairman
Special Committee on Reassessment

IK:RB
Cc Maurice B. Fagan

NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL

CONSTITUENT ORGANIZATIONS

National Agencies

American Jewish Congress
Jewish Labor Committee
Jewish War Veterans of the United States
Union of American Hebrew Congregations
Union of Orthodox Jewish Congregations of America
United Synagogue of America

Local, State, and Regional Agencies

Jewish Welfare Fund of Akron
Jewish Community Relations Council for Alameda and Contra Costa Counties, California
Baltimore Jewish Council
Jewish Community Council of Metropolitan Boston
Jewish Community Council, Bridgeport, Conn.
Brooklyn Jewish Community Council
Community Relations Committee of the Jewish Federation of Camden County, N.J.
Cincinnati Jewish Community Council
Jewish Community Federation, Cleveland, Ohio
Connecticut Jewish Community Relations Council
Detroit Jewish Community Council
Elizabeth, N.J., Jewish Community Council
Jewish Community Council of Essex County, New Jersey
Community Relations Committee of the Hartford (Conn.) Jewish Federation
Indiana Jewish Community Relations Council
Indianapolis Jewish Community Relations Council
Community Relations Bureau of the Jewish Federation and Council of Greater Kansas City
Community Relations Committee of the Los Angeles Jewish Community Council
Milwaukee Jewish Council
Minnesota Jewish Council
New Haven Jewish Community Council
Norfolk Jewish Community Council
Philadelphia Jewish Community Relations Council
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Jewish Community Council, Rochester
Jewish Community Relations Council of St. Louis
Community Relations Council of San Diego
San Francisco Jewish Community Relations Council
Southwestern Jewish Community Relations Council
Jewish Community Council of Toledo
Jewish Community Council of Greater Washington (D.C.)
Jewish Community Relations Council of the Jewish Federation of Youngstown, Ohio

Travel arrangements?
Washington, D.C.

August 10, 1956

Mr. Arnold Aronson
Room 801
Nine East Thirty-Eighth Street
New York 16, New York

Dear Arnie:

Delighted to be asked to the meeting at the Willard Hotel September 18th. Will put it down and will expect to be there. It is a little difficult for me because I shall have been travelling lengthily through the 16th of September, and in a very few days thereafter have an Executive Committee meeting of the Southern Regional Council coming up. But I expect to make the grade.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

August 3, 1956

RECEIVED AUG 9 1956

Mr. George S. Mitchell,
Executive Director
Southern Regional Council
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

This is an invitation to participate in an informal, unpublicized meeting of a limited number of leaders of major organizations which are committed to the principle of equality of citizenship and orderly processes of law.

The purpose of the meeting is to exchange views and to consider how best to pursue our shared democratic objectives of facilitating the rapid and harmonious transition to an integrated public school system, in accordance with the rulings of the United States Supreme Court.

The meeting will take place on September 18, 1956 in the Congressional Room of the Willard Hotel in Washington, D. C. at 9:30 A.M. In order to afford a genuine opportunity for completely informal discussion by yourself and the other participating leaders, no advance publicity will be issued and no reports of the meeting will be released, unless the participants themselves so decide.

We join in extending this invitation in the conviction that greater mutual knowledge of plans and better mutual understanding of methods will contribute toward the achievement of our common purpose; and that a free, informal exchange may lead to some concert of effort that will enlarge the effectiveness of all our programs.

A committee is now formulating an agenda which will be submitted to you at the earliest possible date.

We earnestly hope that you will be able to join us at this vital meeting. Please address your acceptance to

Mr. Arnold Aronson
Room 801
9 East 38th Street
New York 16, New York.

Mr. George S. Mitchell (cont.)

Mr. Aronson, a staff member of the National Community Relations Advisory Council, is serving as secretary for arrangements for the meeting.

Sincerely yours,

Eugene Carson Blake

Rev. Eugene Carson Blake
President
National Council of the
Churches of Christ in
America

Abraham Feldman

Rabbi Abraham Feldman
President
Synagogue Council of
America

Maurice Shean

Father Maurice Shean
Chairman
Catholic Committee
of the South

Nat'l com. Rel. advisory council

Not sent

September 17, 1956

AIR MAIL

Mr. Arnold Aronson
Nine East Thirty-Eighth Street
Room 801
New York 16, New York

Dear Mr. Aronson:

I am coming up and I will be there.

As to the luncheon speech, I suppose O.K., though I had sent messages to George Guernsey at AFL-CIO that in a pinch I could do things for him on that day in midday.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

from **ARNOLD ARONSON**

Dear George,

I just returned from my vacation and was delighted to learn that you will be able to attend the meeting on the 18th.

I've been trying to catch up with you by phone for the past two days in order to invite you formally to speak at the luncheon session. Since you apparently can't be reached

National Community Relations Advisory Council

MUrray Hill 5-1606

9 East 38th Street
New York 16, N. Y.

before the end of the week,
I've taken the liberty
of using your name
without permission as
per the attached letter.

I hope you'll forgive
the liberty and accept
the assignment

Warmest regards,
Annie

9 East 38th Street, Room 801
New York 16, New York
Murray Hill 5-1606

RECEIVED SEP 14 1956

September 11, 1956

Mr. George S. Mitchell, Exec.Dir.
Southern Regional Council
63 Auburn Ave. N.E. Room 432
Atlanta 3, Ga.

Dear Mr. Mitchell:

This is a follow-up to the letter which was sent to you previously by Dr. Blake, Rabbi Feldman, and Father Shean, inviting you to join with a limited number of other leaders of major national organizations in an informal unpublicized meeting, Tuesday, September 18, on problems arising out of the desegregation issue.

The response to the invitation has been most encouraging and assures a representative and well-attended meeting. As you know, the meeting will be held in the Congressional Room of the Willard Hotel, Washington, D.C., beginning at 9:30 a. m. A group luncheon will be served and adjournment will take place no later than 5 o'clock.

As indicated in the original letter of invitation, the meeting has been called "in the conviction that greater mutual knowledge of plans and better mutual understanding of methods will contribute toward the achievement of our common purpose; and that a free, informal exchange may lead to some concert of effort that will enlarge the effectiveness of all our programs."

Accordingly, it is planned to devote the morning session to reports by the participating leaders on the programs and activities to facilitate integration being pursued by their respective organizations, the problems that have been encountered, both within the constituencies of the organizations and in the general community, the results achieved, etc.

At the luncheon session, Dr. George Mitchell, Director of the Southern Regional Council, and Mr. Roy Wilkins, Executive Secretary of the National Association for the Advancement of Colored People, will speak briefly, the former on how voluntary organizations can best help facilitate the rapid and harmonious transition to an integrated public school system, and the latter on how government can most effectively contribute toward this same result.

In the light of these presentations and of the discussion at the morning session, attention will be focused during the afternoon on suggested programs, approaches, and techniques, and on the roles which various groups and organizations might play and the facilities

which they might provide, either individually or jointly, in relation to the maintenance of law and order, the mobilization of favorable public opinion and community action, the improvement of communication within the South and between the North and South, the counteraction of intimidation and economic pressure and other similar problems.

We are looking forward to your presence and active participation in the meeting. If you wish us to make hotel reservations for you, please let me know the type of accommodations you desire.

Sincerely yours,

Arnold Aronson

Arnold Aronson

AA:EB

October 23, 1956

AIR MAIL

Mr. Arnold Aronson
Secretary
National Community Relations Advisory Council
Nine East Thirty-Eighth Street
Room 801
New York 16, New York

Dear Arnie:

I am O. K. about being Chairman of the committee you wrote me about October 19th.

Also quite true that October 24-25 there will be a meeting that will give a good chance to further coordination in the South.

But I can't come myself to the November 20th meeting, though I send Harold Fleming who will do a mighty good job.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

9 East 38th Street, Room 801
New York 16, New York
Murray Hill 5-1606

October 19, 1956

Mr. George S. Mitchell, Exec. Dir.
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Ga.

RECEIVED OCT 22 1956

Dear George:

As you know from the cover note which accompanied my summary of the Willard Hotel meeting, Dr. Blake, Rabbi Feldman and Father Shean have appointed a number of subcommittees, each of which is being asked to formulate recommendations and procedures to facilitate cooperative planning and action in a specific area of common interest and concern.

Perhaps the most important such area, as reflected in the discussion in Washington and in your own remarks at that time, is what might be called local community organization. I have been asked by Dr. Blake, Rabbi Feldman and Father Shean to invite you to serve as chairman of a subcommittee in this area. Other members of the proposed subcommittee are Mrs. Frances Cahn of the National Council of Jewish Women, Gloster Current of the NAACP, Mrs. Vivian C. Mason of the National Council of Negro Women, Alex Miller of the Anti-Defamation League, Mrs. Savilla M. Simons of the YWCA, Boris Shishkin of the AFL-CIO, Miss Esther Stamats of the United Council of Church Women, and Rabbi Marc Tannenbaum of the Synagogue Council of America.

KDO

The task of this subcommittee is to formulate recommendations to facilitate the organization of small groups of representative citizens in Southern communities concerned with developing plans for compliance with the Supreme Court decision. This would involve the development of procedures for exchanging names among the participating organizations of interested constituents for improving communication, for coordinating the work of the Southern field representatives, for selecting the communities which merit priority attention, etc.

It was the feeling of Dr. Blake, Rabbi Feldman and Father Shean that the work of the subcommittee could be accelerated if these questions could be considered first in a meeting of the Southern field staff members of the various participating organizations. I understand from Father Shean that you have already taken steps toward this end through a meeting which you are convening on the 24th and 25th. I would be interested in learning more about this meeting and, if you wish, I will be happy to do what I can to assure participation of the Southern representatives of as many of the cooperating national organizations as possible.

In accordance with the decision at the Washington meeting, we hope to be able to distribute the recommendations of the various subcommittees

(more)

in writing at least a week in advance of the next meeting, which is scheduled to take place on November 20. I realize that this is a tight schedule but I am confident that you will be able to make the deadline. I do hope that you will accept this assignment and I will be more than happy to do anything that I can to help.

Best personal regards.

Cordially yours,

Arnie

ARNOLD ARONSON
Secretary

AA:mr

February 15, 1957

Mr. Arnold Aronson
National Community Relations Advisory Council
Room 201
Nine East Thirty-Eighth Street
New York 16, New York

Dear Arnie:

I have waited this long to write you about the Monday meeting because I wanted to be sure that there was absolutely no chance of my being there. Unfortunately, I am now sure. We are hard-pressed here on both program and organizational ventures, and I must be in Washington on the 21st and in New York from the evening of the 22nd well into the following week.

As a substitute, I sent you yesterday, Air-Mail Special Delivery, four copies of our summary of the Atlanta University meeting. It took us some time to get it done, but I feel that it is fairly thorough and should give you and members of the Executive Committee much of the background you will need.

Maybe we can get together when I am in New York the week of the 25th. I will call you.

Best regards.

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab

File

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November 15, 1957

RECEIVED NOV 18 1957

Mr. John Constable, Dir. of Info.
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Constable:

This is in reply to your letter of October 14, addressed to Mr. Arnold Aronson, offering copies of your report on "The Negro Voter in the South" for distribution to a selected list of persons associated with the NCRAC.

We shall be grateful to have for this purpose about 90 copies. A list of those to whom we would send the publication is enclosed. I assume that, if there are any duplications between this list and any distribution that you already have made, you will let us know.

Many thanks for your generous offer.

Cordially yours,

SAMUEL SPIEGLER
Director of Information

SS:SL
Enc.

EXECUTIVE COMMITTEE

JOSEPH F. BARR, Jewish War Veterans of the U.S.A.; EUGENE B. BLOCK, San Francisco Jewish Community Relations Council; SAMUEL L. BRENNGLASS, Union of Orthodox Jewish Congregations of America; WILLIAM CARMEN, Jewish War Veterans of the U.S.A.; PAUL CAPLAN, Norfolk Jewish Community Council; LOUIS J. COHEN, Jewish Community Council of Essex County, N. J.; NATHAN L. EDELSTEIN, American Jewish Congress; MAURICE N. EISENDRATH, Union of American Hebrew Congregations; H. BROADMAN EPSTEIN, Brooklyn Jewish Community Council; JOSEPH W. FELDMAN, Jewish Community Relations Council, Pittsburgh; MOSES I. FEUERSTEIN, Union of Orthodox Jewish Congregations of America; ISAAC FRANCK, Jewish Community Council of Greater Washington (D.C.); LILLIAN A. FRIEDBERG, Jewish Community Relations Council, Pittsburgh; M. DELOTT GARBER, Connecticut Jewish Community Relations Council; I. CYRUS GORDON, Union of American Hebrew Congregations; PAUL L. GOLDMAN, Jewish Labor Committee; ADOLPH HELD, Jewish Labor Committee; SIDNEY HOLLANDER, Baltimore Jewish Council; C. E. ISRAEL, Cincinnati Jewish Community Council; BORIS M. JOFFE, Jewish Community Council of Metropolitan Detroit; ABE J. KAPLAN, Community Relations Bureau of the Jewish Federation and Council of Greater Kansas City; JULIAN A. KISER, Indianapolis Jewish Community Relations Council; SHAD POLIER, American Jewish Congress; JOSEPH ROOS, Community Relations Committee of the Los Angeles Jewish Community Council; CHARLES ROSENGARTEN, United Synagogue of America; SAMUEL ROTHSTEIN, United Synagogue of America; ROBERT E. SEGAL, Jewish Community Council of Metropolitan Boston; SIDNEY Z. VINCENT, Jewish Community Federation, Cleveland; LOUIS WEISS, Minnesota Jewish Council; JOSEPH X. YAFFE, Philadelphia Jewish Community Relations Council.

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Eastern Union County Jewish Council
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Mr. Morton J. Gaba
Jewish Community Council
P.O. Box 11341
Norfolk, Virginia

Mr. Sidney H. Sayles
Milwaukee Jewish Council
623 North Second Street
Milwaukee, Wisconsin

January 2, 1958

Mr. Irving Kane, Chairman
Special Committee on Reassessment
National Community Relations Advisory Council
9 East 38th Street
New York 16, N.Y.

Dear Mr. Kane:

Thank you for your letter of December 20th which apparently got lost in the holiday mails and has only arrived today. I appreciate the invitation to attend the NCRAC evaluative workshop on February 13-15. Unfortunately I am tied up with a prior engagement in Atlanta on the 13th and on the 15th am committed to present the annual address to the Allegheny County Council on Civil Rights in Pittsburgh.

I am interested in the conference which you propose and would like very much to receive the report when it comes out. May I ask who is doing the major paper? Thanks again for the invitation and I would appreciate a rain-check for a subsequent year's conference.

Sincerely,

Frederick B. Routh
Assistant Director

FBR:fcl

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9 East 38th Street, New York 16
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•
Executive Director: ISAIAH M. MINKOFF

December 20, 1957

Mr. Frederick B. Routh, Assistant Director
Southern Regional Council
63 Auburn Avenue, N.E. - Room 432
Atlanta 3, Georgia

Dear Mr. Routh:

On February 13-15, 1958, the NCRAC Special Committee on Reassessment will hold a conference on the topic: "Respective Roles and Responsibilities of Private and Public Agencies in Advancing Community Relations Objectives." The purpose of this letter is to extend to you a cordial invitation to attend this meeting and to participate in our discussions. The meeting will be held at Fellowship Commission Bldg., 260 S. 15th Street, Philadelphia, Pa.

As you may know, the Special Committee on Reassessment was established in 1952 in accordance with a recommendation of Professor Robert M. MacIver. Its special responsibility is that of conducting a searching examination of the assumptions underlying the various areas of activity in the field of community relations (intergroup relations) work. Last year our topic was: "Community Relations Work with Children and Youth."

It is our practice to invite a number of social scientists, practitioners, and other persons with special knowledge of the area under discussion to participate in each of our meetings. One purpose of the meeting is to develop and publish a statement of conclusions and recommendations regarding the areas of work examined. This is issued in the names of those participants who are willing to join in the statement. Acceptance of the invitation to participate in the conference does not necessarily imply endorsement of the statement of conclusions; each participant decides on the basis of the formulated statement of conclusions and recommendations after the conference, whether he wishes to be a signer or not.

Each participant has the privilege of submitting for publica-

EXECUTIVE COMMITTEE

JOSEPH F. BARR, Jewish War Veterans of the U.S.A.; EUGENE B. BLOCK, San Francisco Jewish Community Relations Council; SAMUEL L. BRENNGLASS, Union of Orthodox Jewish Congregations of America; WILLIAM CARMEN, Jewish War Veterans of the U.S.A.; PAUL CAPLAN, Norfolk Jewish Community Council; LOUIS J. COHEN, Jewish Community Council of Essex County, N. J.; NATHAN L. EDELSTEIN, American Jewish Congress; MAURICE N. EISENDRATH, Union of American Hebrew Congregations; H. BROADMAN EPSTEIN, Brooklyn Jewish Community Council; JOSEPH W. FELDMAN, Jewish Community Relations Council, Pittsburgh; MOSES I. FEUERSTEIN, Union of Orthodox Jewish Congregations of America; ISAAC FRANCK, Jewish Community Council of Greater Washington (D.C.); LILLIAN A. FRIEDBERG, Jewish Community Relations Council, Pittsburgh; M. DELOTT GARBER, Connecticut Jewish Community Relations Council; I. CYRUS GORDON, Union of American Hebrew Congregations; PAUL L. GOLDMAN, Jewish Labor Committee; ADOLPH HELD, Jewish Labor Committee; SIDNEY HOLLANDER, Baltimore Jewish Council; C. E. ISRAEL, Cincinnati Jewish Community Council; BORIS M. JOFFE, Jewish Community Council of Metropolitan Detroit; ABE J. KAPLAN, Community Relations Bureau of the Jewish Federation and Council of Greater Kansas City; JULIAN A. KISER, Indianapolis Jewish Community Relations Council; SHAD POLIER, American Jewish Congress; JOSEPH ROOS, Community Relations Committee of the Los Angeles Jewish Community Council; CHARLES ROSENGARTEN, United Synagogue of America; SAMUEL ROTHSTEIN, United Synagogue of America; ROBERT E. SEGAL, Jewish Community Council of Metropolitan Boston; SIDNEY Z. VINCENT, Jewish Community Federation, Cleveland; LOUIS WEISS, Minnesota Jewish Council; JOSEPH X. YAFFE, Philadelphia Jewish Community Relations Council.

EX OFFICIO: IRVING KANE, Cleveland, and BERNARD H. TRAGER, Bridgeport, *Past Chairmen;* MYRON SCHWARTZ, St. Louis CRC President.

tion, as a condition to his signing, a supplementary statement in his own name, clarifying further his views or dissenting in part from the statement of conclusions and recommendations of the group as a whole. Both his conference participation and his view on any statement of conclusions are regarded as individual activities and not as positions of either his agency or of NCRAC. The major part of the conference will be organized into three workshops, one of which will deal with the "Respective Roles and Responsibilities of Private and Public Community Relations Agencies in Law and Social Action," a second with the "Respective Roles and Responsibilities of Private and Public Community Relations Agencies in Education and Interpretation," and a third with the "Respective Roles and Responsibilities of Private and Public Community Relations Agencies in Research."

An annotated bibliggraphy for this meeting is in preparation. This, and other background material, will be sent to you in advance of the meeting.

I know that you will have a significant contribution to make to our deliberations on the topic of the "Respective Roles and Responsibilities of Private and Public Agencies in Advancing Community Relations Objectives," and so hope very much that you will be able to attend the conference.

Sincerely yours,

Irving Kane

Irving Kane, Chairman
of the NCRAC Special
Committee on Reassessment

IK/pm

P.S. I am enclosing a copy of the report of our last conference, which will give you a clear idea of what we are doing and how we do it.

Enclosed also is a reservation form.

NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL

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Treasurer: LOUIS FEINMARK, *New Haven*
•
Executive Director: ISAIAH M. MINKOFF

January 22, 1958

Mr. Frederick B. Routh, Asst. Director
Southern Regional Council, Inc.
Room 432
63 Auburn Ave., N.E.
Atlanta 3, Georgia

Dear Mr. Routh:

We are sorry to learn that you will be unable to participate in our Reassessment Conference this year, but we're quite willing to offer you a rain-check for a subsequent year's conference.

For your information, the major paper for the conference is being prepared by Dr. Dan W. Dodson.

Sincerely,

Irving Kane

IRVING KANE, Chairman
NCRAC Special Committee
on Reassessment

IK/pm

EXECUTIVE COMMITTEE

JOSEPH F. BARR, Jewish War Veterans of the U.S.A.; EUGENE B. BLOCK, San Francisco Jewish Community Relations Council; SAMUEL L. BRENNGLASS, Union of Orthodox Jewish Congregations of America; WILLIAM CARMEN, Jewish War Veterans of the U.S.A.; PAUL CAPLAN, Norfolk Jewish Community Council; LOUIS J. COHEN, Jewish Community Council of Essex County, N. J.; NATHAN L. EDELSTEIN, American Jewish Congress; MAURICE N. EISENDRATH, Union of American Hebrew Congregations; H. BROADMAN EPSTEIN, Brooklyn Jewish Community Council; JOSEPH W. FELDMAN, Jewish Community Relations Council, Pittsburgh; MOSES I. FEUERSTEIN, Union of Orthodox Jewish Congregations of America; ISAAC FRANCK, Jewish Community Council of Greater Washington (D.C.); LILLIAN A. FRIEDBERG, Jewish Community Relations Council, Pittsburgh; M. DELOTT GARBER, Connecticut Jewish Community Relations Council; I. CYRUS GORDON, Union of American Hebrew Congregations; PAUL L. GOLDMAN, Jewish Labor Committee; ADOLPH HELD, Jewish Labor Committee; SIDNEY HOLLANDER, Baltimore Jewish Council; C. E. ISRAEL, Cincinnati Jewish Community Council; BORIS M. JOFFE, Jewish Community Council of Metropolitan Detroit; ABE J. KAPLAN, Community Relations Bureau of the Jewish Federation and Council of Greater Kansas City; JULIAN A. KISER, Indianapolis Jewish Community Relations Council; SHAD POLIER, American Jewish Congress; JOSEPH ROOS, Community Relations Committee of the Los Angeles Jewish Community Council; CHARLES ROSENGARTEN, United Synagogue of America; SAMUEL ROTHSTEIN, United Synagogue of America; ROBERT E. SEGAL, Jewish Community Council of Metropolitan Boston; SIDNEY Z. VINCENT, Jewish Community Federation, Cleveland; LOUIS WEISS, Minnesota Jewish Council; JOSEPH X. YAFFE, Philadelphia Jewish Community Relations Council.

EX OFFICIO: IRVING KANE, Cleveland, and BERNARD H. TRAGER, Bridgeport, *Past Chairmen;* MYRON SCHWARTZ, St. Louis CRC President.

Proposed Statement of

CONCLUSIONS AND RECOMMENDATIONS

of the

Conference on

THE RESPECTIVE ROLES AND RESPONSIBILITIES OF PUBLIC AND PRIVATE AGENCIES IN ADVANCING COMMUNITY RELATIONS OBJECTIVES

Fellowship Commission Building
260 South 15th Street
Philadelphia, Pa.

February 13-15, 1958

Special Committee on Reassessment

of the

National Community Relations Advisory Council
55 West 42nd Street New York 36, N.Y.

NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL

SPECIAL COMMITTEE ON REASSESSMENT

Conclusions and Recommendations of the Conference on

RESPECTIVE ROLES AND RESPONSIBILITIES OF PUBLIC AND PRIVATE COMMUNITY RELATIONS AGENCIES*

The past two decades have witnessed a phenomenal growth and proliferation of agencies directed to the elimination of discrimination and the fostering of better intergroup relations in our nation. The Hitler period brought home to many the evils and dangers of racism and bigotry. Since World War II there has been a tremendous surge toward the creation of community relations agencies - general purpose, special purpose, sectarian and community-wide private agencies and a wide variety of public agencies with and without enforcement powers at all levels of government. This development has taken place in an atmosphere of recurrent crises and in response to need and demand for prompt action. As a result, little attention has been given to problems of overlapping, duplication of function or integrated planning.

More recently, however, as in other areas in which similar expansion of facilities under both public and private auspices has taken place, the question has arisen in the community relations field as to whether the growth of public agencies has lessened and may not in time obviate the need for private agencies. Moreover, whatever the ultimate answer to this question, the simultaneous existence of both public and private agencies has given a practical urgency to the need for assessing the roles and responsibilities of each and the relationships that should obtain among them in order that the optimum benefits to the society as a whole may be

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*Held in Philadelphia, at the Fellowship Commission Building, February 13-15, 1958.

realized from their operations.

Accordingly, the Special Committee on Reassessment of the National Community Relations Advisory Council sponsored a conference on the Respective Roles and Responsibilities of Public and Private Agencies for the following purposes:

1. To review what, if any, have been historically the lines of demarcation in the responsibilities and roles of the various types of public and private community relations agencies.

2. To evaluate such divisions of responsibility and function and the modes of relationships among the agencies in the light of the purposes that are common to all of them.

3. To seek consensus - or clarify differences - regarding desirable forms of relationships and desirable differentiations of roles and responsibilities among public and private community relations agencies in order to promote the realization of common objectives.

CONCLUSIONS AND RECOMMENDATIONS

The Objectives of Community Relations Work

The objectives of all community relations work may be defined in terms of two goals, toward which, in their several ways, all community relations activities and programs are directed:

1. The assurance of equal justice, equal treatment and equal opportunity to every individual without regard to race, color, creed, religion, nativity, ancestry, or other considerations irrelevant to the judgment of individual worth.

2. The creation of relationships of mutual acceptance on a basis of equality, with respect for differences, among individuals and groups.

In a large sense, these goals represent the democratic ideal. Responsibility for working toward their realization therefore does not rest with those disadvantaged by discrimination or prejudice. Responsibility for furthering the goals of a democratic society should be shared by all the institutions of that society, public and private.

We conclude therefore that there is continuing need for both public and private community relations agencies; and that progress toward the goals of community relations work is to be measured in part by the rate at which both government and private groups undertake commitments to those goals and develop programs for their realization.

We welcome the growth and spread of community relations agencies as evidences of an increasing recognition that the resolution of community relations problems is a responsibility of the total community.

We believe, however, that there is need for continuing examination of the relative responsibilities and functions of public and private agencies in this field, with a view to the development of guides to such differentiation of roles and such patterns of relationships as will promise the maximal realization of the potentialities of all.

We believe that this task has not as yet received adequate attention.

Dynamics of Private-Public Agency Relationships

It is characteristic of the expansion of governmental activity in a variety of social welfare areas that this expansion has taken place in response to public demand initiated and stimulated by

private groups, organizations and agencies.

Historically, the community relations field had its origins in the efforts of racial, religious and ethnic groups to protect their own members against the adverse consequences of prejudice and discrimination, spread to programs under community-wide auspices and, more recently, under the continual impact of demand and education by private groups, to the assumption of governmental responsibility for the protection of civil rights and the promotion of good intergroup relationsh and the creation of public community relations agencies for the accomplishment of these purposes.

It is in the context of this dynamic relationship - between the private agency as advocate and prod and the public agency as the official instrumentality for the implementation of what has come, as a result of the efforts of private groups, to be adopted as public policy that the respective roles of the public and private community relations agencies and the relationships between them must be examined and understood.

We conceive the roles of public and private community relations agencies as complementary, each contributing appropriately toward the common objectives. Each, we believe, has roles related primarily to the essential functions of government and private initiative and effort in the striving toward the perfection of our democracy.

Unique Roles

In this context, it is uniquely the role of private organizations to formulate the needs and aspirations of various groups, to espouse their causes, and to press continuously for the as-

sumption by government of responsibility for the achievement of such objectives as the groups and organizations deem to be in the public interest. The private agency is the prod, the critic, the pressure source, responsible for assuring that the agencies of government neither neglect their duty nor abuse their authority. Only through voluntary organizations of citizens can the pressures upon government that constitute the bloodstream of our political system be organized and effectively directed.

In the same context, the public agency is uniquely the instrument through which the will of the total community as embodied in declarations of public policy is made manifest. Its primary role is to interpret public policy clearly and unequivocally and to administer that policy with firmness and impartiality.

In all circumstances, it should be clear to the public agency that the role played by the private agencies is designed and calculated to facilitate the work of the public agency and to enlarge its capacity for contributing to the common objective. The private agencies, for their part, should pursue their role in this spirit.

a. The Public Agency

The complementary roles of public and private community relations agencies and the dynamic relationship between them are reflected in functions and powers which are unique to each.

Enforcement is by its nature uniquely a function of government and of the public community relations agency. Related to it is the power to subpoena records, to compel testimony, to issue orders, and the like. All these may be enjoyed by public agencies that lack enforcement powers, but none can under any

circumstance be assumed by any private agency. Public agencies which lack these powers are deprived of the strengths which are uniquely vested in government and which, whether invoked or not, assure, we believe, more effective implementation of public policy.

Although the twin objectives of community relations work - equality and mutual acceptance with respect for differences - may both properly be embodied in declarations of public policy, the unique powers of the public agency are applicable only with respect to the first of these objectives.

Equal justice, equal treatment and equal opportunity are posited as fundamental principles in the basic political instruments of the United States. The public community relations agency can, and we believe should, invoke all the powers and authority which as an arm of government it uniquely possesses, "to secure these rights" and to eliminate the discriminatory practices that prevent their enjoyment.

Just as the public agency's invocation of the sanctions of law to prevent discrimination rests upon the constitutional guarantee of equality, an equally basic constitutional guarantee - that of freedom of thought and expression - makes the elimination of prejudice insusceptible of approach through prohibitions and legal sanctions. Prejudice is a matter of individual thought and conscience. Upon this area, government may not properly intrude with any sanctions or compulsions whatsoever.

This is not to say that public community relations agencies have no role to play in regard to prejudice. There is an intimate mutually consequential relationship between discrimination and

intergroup hostility; they feed upon each other.

We believe that the elimination of discrimination through law may do as much to foster mutual acceptance and respect as the fostering of such acceptance and respect may do to bring about the elimination of discrimination. Thus, every move toward the elimination of discrimination through law makes a major contribution toward the building of mutual acceptance. The role of the public agency is to reduce constantly the number of opportunities available for the overt expression of prejudice, to interpose the sanction of law against the overt acting out of prejudicial attitudes, to create conditions in which prejudiced attitudes become pointless and frustrating for lack of opportunity for overt expression.

b. The Private Agency

Social action, community organization, the mobilization of groups and individuals for public actions, these are uniquely the functions of private agencies. It is these functions that enable the private agency to fulfill its role as critic and prod for the constant enlargement of public policy and for the more effective administration of that policy. Any intrusion by government upon the process whereby citizens groups formulate and express their views and demands represents a threat to that interplay through which the public conscience and the public will shape and direct government, and thus threatens the deterioration of democracy itself.

Public community relations agencies should weigh very carefully any contemplated role in organizing citizen groups lest such groups, being dependent upon the support of the public agency,

lose their essential character as free agencies for the expression of views which, under other circumstances, might be critical of or hostile toward the public agency or the public policy.

We approve, however, of the provisions in some statutes providing for the establishment of citizen advisory councils to help effectuate the purposes of the laws; we regard such councils as proper and helpful where they serve as vehicles for interpretation of the law or the transmission of advice to the agency established by the law, but we regard their role as inappropriate and harmful if they are utilized as protective shields for the public agency or as a buffer against criticism of the public agency by private agencies, or where they become in any sense instruments by which the public agency seeks to manipulate opinion in the community.

Differentiation of Emphasis

Except for the unique functions discussed above, public and private community relations agencies alike perform a number of functions in common. These include among others, investigation, negotiation, litigation, legislative activity, education, interpretation, research.

Individual agencies, both public and private, may be limited by the laws, charters, constitutions and by-laws under which they operate to one or more of these functions or to the degree or scope to which they can apply them.

We believe that all these functions are appropriate to both types of agencies.

We believe, however, that differentiations in emphasis, manner of employment, and specific ends-in-view for these functions as they are employed by agencies of the two types

derive from the respective unique roles and functions of public and private agencies and from the dynamics of the relationship between them. Clarification of such differentiations is desirable as a means to realizing the complementary potentials of public and private effort in the community relations field.

Ways in which public and private community relations agencies will most effectively complement each other while pursuing both their common roles and those that are unique to them may be illustrated by reference to the several categories of activities upon which our examination of the work of the agencies proceeded.

1. In the advancement of legislation, for example, while private groups as well as public agencies may properly initiate legislative recommendations, we believe that the task of assessing the gaps and weaknesses in existing law, in formulating proposals for closing the gaps, and in interpreting these proposals and the need for their adoption falls primarily on the public agency. The role of the private agency, on the other hand, in addition to assuring that these public agency responsibilities are discharged effectively, is that of public advocacy and organization, of mobilization of sentiment and pressure, of supplying leadership in creating a broad base of citizen support prerequisite to a successful legislative campaign.

After private agencies have stimulated, organized and successfully articulated the demand for a law, an executive order, or an administrative ruling, they have further obligations. Laws or rulings do not by themselves solve problems; they merely provide a framework within which solutions may more easily be sought. The enunciation of public policy inherent in legislation, executive

orders, or court decisions calls, not for a cessation of private agency activity, but for a modification and adaptation of role to the changed circumstances. Private agencies should utilize their social action function to assure that the instrumentality created to administer a law is sufficiently well-staffed and financed to permit its effective implementation. They should seek to further public acceptance and support of its provisions, to encourage their constituencies to avail themselves of its protections, and to test its effectiveness and limitations.

2. In case-finding, differential roles of the public and private agencies may be similarly delineated. Some public agencies have statutory authority to initiate investigations of discriminatory practice on their own initiative; others do not have such authority, but must await receipt of a complaint. In the former case, responsibility for uncovering, investigating, processing and, if necessary, litigating instances of discrimination rests clearly upon the public agency. The private agency's role in such circumstances is to facilitate the effective discharge of the public agency's responsibility by directing the attention of the public agency to discriminatory practices it has discovered and by exerting pressure upon the public agency to press its investigative and allied activities to the fullest extent of its authority.

Where the public agency lacks authority to initiate its own investigation, the task of uncovering instances of discrimination falls upon the private agency. In performing this task, the private agency has the responsibility of advocating and otherwise stimulating public support for the enlargement of public policy

so as to confer upon the public agency the authority to initiate its own actions.

3. In its educational and interpretive activities, the public agency, consistent with its differentiated role, can make its most effective contribution by emphasizing the provisions of the public policy that the agency is mandated to execute, asserting and interpreting the right of each individual to equality of treatment and of opportunity and the obligation of government to secure these rights and to protect him in his exercise of them, disseminating information as to the means by which the individual may obtain relief from lawful discrimination, and the like. The public agency has a special responsibility to work with other agencies of the government of which it is a part to bring about conformance by those other agencies to the community relations policies of the government. (This special responsibility parallels, in a sense, the responsibility of private agencies to promote among the groups they represent conformance to the principles they espouse.) In advancing arguments and adducing evidence regarding the evils of prejudice and of discrimination, the public agency may cite their adverse effects upon the economy, upon social harmony, or other aspects of the community, but in no case may it invoke sanctions or arguments that are not embodied in social, political and ethical commitments common to the community.

The private agency, on the other hand, faces no such restrictions on the character or scope of its interpretive and educational efforts. It may incorporate all the kinds of material appropriate to the public agency; but it need not stop there. It may denounce as discriminatory acts that are not so defined by

public policy. It may adduce arguments in favor of non-discrimination and of tolerance of difference that are related to the value system held by its constituents, but that cannot be invoked by the public agency because it is not common to the community. It may exhort to action or conduct which the public agency, within the limits of its mandate, cannot advocate. It may criticize the public policy itself, as it may criticize the administration or conduct of the public agency.

4. In research, likewise, the emphases and directions that may be taken most effectively by public and private agencies respectively are derived from their unique roles. The public agency, we believe, can pursue most fruitfully research relating to the utilization of powers unique to government; research dealing with problems of equal treatment and requiring systematic fact-finding on a large scale; research resting upon the subpoening of witnesses or records or otherwise requiring the exercise of authority; research dealing with other public agencies, etc. Research into group attitudes, beliefs, and identifications; research in interreligious and other intergroup relationships; and research dealing generally with sensitive and controversial problems not subject to legislative or police resolution appear to us more appropriate for the private agency.

The total volume of research in community relations is inadequate. We believe that all agencies should give major emphasis to expansion of research programs.

Increasingly, research in community relations, as in other areas, is being conducted under university auspices. We regard this as a trend to be encouraged, and as one which may have a

potentially salutary effect upon research efforts of intergroup agencies as well. We recommend the development of closer working relationships among community relations agencies and universities for the identification and formulation of problems for research, the more effective sharing of research findings, and the training of more research personnel for work in community relations.

Adjustments to Changing Situations

As the foregoing illustrations suggest, the dynamics of community relations work require constant adjustments and adaptations of agency programs to changing situations, if all agencies are to contribute maximally to the common objectives. Such adjustments and adaptations may be required because of changes in the nature of problems to be dealt with or because of the creation of new agencies or the expansion or contraction of existing agencies or the adoption of new legislation or the rendering of new judicial interpretations, etc.

Private agencies, we believe, are better able to make any such adjustments than are public agencies. Public community relations agencies operate under the limitations that press upon all public agencies in our political system. Their scope is restrained by declared public policy, and they can make substantial changes in their programs only after legislative or executive sanction has been obtained. The private agency is not constricted by statutory limitations upon its freedom and its flexibility. As compared to the public agency, it can expand, contract, alter, initiate or abandon any particular program or activity with relative ease. It is relatively free to experiment with techniques and approaches, to test ideas, to advocate and to criticize.

We believe that, because of their greater flexibility, private agencies should be prepared to make the major portion of the adjustments and adaptations required to meet changing needs and circumstances.

Cooperation and Coordination

However efficiently and effectively each individual community relations agency may operate, we believe that through cooperation among them in their common cause of promoting equality and mutual acceptance with respect for difference the maximum good to the community as a whole can be realized.

Since all the agencies are committed to the fostering of good intergroup relationships, we believe they can discharge an important part of their function in the process of cooperation itself, making an effective contribution toward the building of such relationships by systematic approaches to working together among themselves.

We believe that cooperative relationships among community relations agencies can also provide dramatic demonstrations of the feasibility of achieving mutual acceptance with respect for difference.

To this end, we urge that the cooperative relationship, however it may be structured, impose no strictures on the autonomy of individual agencies and exert no coercive force upon them in regard to policy or program.

We believe that there should be cooperation among all agencies both public and private, at every level, national and local. This cooperation should involve continual interconsultation and exchange of plans, views and information. Public agencies

should feel free to call upon private agencies for consultation, cooperation and assistance and private agencies should encourage such approaches to them by the public agencies. Private agencies should feel free and be encouraged by the public agencies to make suggestions and recommendations regarding the programs of the public agencies. Frequent conferences are to be encouraged, as are cooperative relationships among staffs.

There should be systematic interconsultation among public agencies having similar functions at various governmental levels - i.e., fair employment practice agencies at federal, state and municipal levels - and among public agencies at the same level of government in different jurisdictions - i.e., state agencies and municipal agencies.

We believe, however, that the dynamics of the relationship between public and private agencies and the unique roles of each preclude the effective participation of both as co-equals in any permanent overall coordinating structure; since such co-equal participation would, in our judgment, compromise both the public agency, as the impartial implementer of public policy, and the private agencies in discharging their unique role of critics and prods of the public agencies.

These considerations, in our judgment, do not in any way militate against effective cooperation among public and private agencies at operating levels involving no conflicts of policy, no implied endorsement by the private agencies of the total programs or approaches of the public agencies, and no implied yielding by the public agency to pressures or importunings of particular private agencies.

We conclude that there should be coordinating bodies inclusive

of all private community relations agencies at all levels, national and local, created upon the initiative of private agencies. Such coordinating bodies, we believe, can make major contributions to public policy by coordinating the views and positions of the private agencies - insofar as this proves feasible - and the demands of the private agencies upon the public agency. They can also play an important role in clarifying differences among the private agencies, within a framework that respects difference while fostering cooperation where there is agreement, thus making it possible for each agency to pursue its own programs with knowledge of the support it may have or the opposition it may confront from the others.

We believe that there is need for exploration of the most effective structuring of coordinating mechanisms. We suggest that since inter-agency cooperation may be more readily achieved for specific purposes - e.g., fair employment practices, fair educational practices, immigration policy reform - early efforts toward coordination be made around such specific issues. Successful cooperation on a series of specific projects, we believe, may facilitate the later creation of more inclusive and permanent coordinating structures.

Sectarian Agencies

Those agencies that are the instruments of various sectarian groups have a certain uniqueness among private agencies. Sharing the characteristics of all private agencies, they have in addition a special role in their concern for the dynamic survival of the groups they represent and for the preservation of the values cherished by the groups. Thus, the Jewish community relations agencies, in addition to sharing with other agencies, both public

and private, a commitment to equality and to the fostering of mutual acceptance with respect for difference, have the further purpose of creating conditions conducive to dynamic Jewish living.

Not only do sectarian agencies serve as instrumentalities for the formulation and assertion of group values and group wants; they are essential to dynamic group survival. Group morale may be much better served by some action that the group takes in its own behalf than by any benefit, however great, conferred by an agent outside itself. A group's struggle for equality and self-expression has dynamic group survival values, as struggle, that cannot be matched by any guarantee of equal treatment.

We conclude that, notwithstanding the desirability of community-wide acceptance of responsibility for community relations objectives, there will be a continuing need for sectarian community relations agencies.

In striving for the furtherance of group values, the sectarian community relations agencies seek to promulgate and defend those views of what constitutes the good life and the good society that prevail among their constituents. These views frequently are in conflict. It is out of such conflict that the moral and ethical temper of a society or a community emerges. The operation of the democratic process requires that each group have full opportunity for expression of its views and that the competition among the varying viewpoints take place in the open forum of public opinion.

Such competition for public opinion may - though it does not necessarily - contribute to intergroup prejudice and hostility.

Just as discrimination may exist in the absence of prejudice and prejudice may exist without manifesting itself in overt discrimination, so intergroup competition does not invariably or inevitably lead to prejudiced intergroup attitudes. Conflicting views that find their sanctions in theological or doctrinal sources or that are regarded by the adversaries as affecting their religious values may be wholly irreconcilable; and groups may regard their defense of such values more highly than the amelioration of intergroup hostility engendered thereby. Issues around which such conflict exists include religious teaching in public schools, compulsory Sunday observance laws, divorce laws, laws governing child adoption.

The amelioration of intergroup hostilities arising out of or ascribable to public controversy over social issues is as much the concern of public community relations agencies as the amelioration of hostilities and tensions having any other origin.

We believe, however, that the public agency exceeds its proper role if it seeks to prevent intergroup tension either by attempting to mediate among the contending groups or by taking sides on the issues in controversy. Neither may the public agency seek to apply sanctions to the thoughts or attitudes of parties to a controversy or take steps calculated to restrain or limit free expression on either side.

We believe that the public community relations agency can best help to minimize tensions and hostilities arising from differences among sectarian groups by affirming and interpreting the democratic right of each group to express and to seek public acceptance for its position.

We suggest, as an appropriate area for further exploration, the possible role of the public and the non-sectarian community relations agency in formulating and promulgating rules of fair play, for general voluntary acceptance in the community as standards by which contending groups should be governed in their public debates over issues in controversy among them.

Although a public community relations agency should not enter into controvers es among groups, it has a direct and urgent responsibility for dealing with any conflicts arising from such differences that reach the point of endangering the public peace. Violence and vandalism are unlawful; public agencies must intervene in any situation in which they occur.

There is need for exploration of the question of the point at which, and the manner in which, public agencies may intervene in instances of intergroup controversy without limiting the full and free expression by any group, yet without waiting for conflict to erupt overtly.

Where more than one agency operates under the auspices of a particular sectarian group, we believe that all such agencies of the same group have a special obligation to maintain clearance and coordination among themselves, especially as regards their relationships with the public agency. Otherwise, the public agency may be subjected to conflicting demands and pressures that it has no means of reconciling and no basis for choosing among; or, conversely, it may be afforded a basis for justifying inaction on the ground of unclarified public demand. In such circumstances, the complementary roles of the public and private agencies may be led astray into conflict and disputation.

National Community Relations Advisory Council
55 W. 42nd St. ~~XXXX

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December 30, 1958

Miss Sylvia Rudy
Administrative Assistant
National Community Relations
Advisory Council
55 W. 42nd Street
New York 16, New York

Dear Miss Rudy:

Thank you for the expense check covering part of my travel to the Richmond meeting. As I told Arnie Aronson, I split the cost among the several agencies in whose programs I participated that week. The $62.50 was NCRAC's share. No pain or strain caused by the delay in your getting the check to me.

Sincerely,

Frederick B. Routh
Assistant Director

FBR:ls

PR - Please handle HCF

National Community Relations Advisory Council

55 West 42nd Street, New York 36, N. Y. • *Telephone*: LOngacre 4-3450

"cooperation in the common cause"

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April 14, 1960

Mr. Harold Fleming
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Mr. Fleming:

Recently, I wrote to the Virginia Council on Human Relations to ask for a copy of the favorable ruling it received from Internal Revenue under Section 501 (c)(3). I also requested a copy of the application for exemption or pertinent correspondence. If the latter documents are too bulky, I asked for the summary documents rather than the sustaining evidence.

Mr. Bowers, in reply, said that you have his files in this matter, and suggested I write to you for these materials. Might I put you to the trouble?

In appreciation, and with all good wishes.

Sincerely,

Philip Jacobson

PHILIP JACOBSON
Program Coordinator

PJ:SL

rec'd 4/19

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JOINT PROGRAM PLAN

for

JEWISH COMMUNITY RELATIONS

1959-60

(Adopted June 28, 1959)

NCRAC

I. Background for Planning

II. Guide to Program Planning for 1959-60

III. Programs of Timeliness and Importance in 1959-60

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55 West 42nd Street New York 36, N.Y.

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*to be succeeded by his successor as National Commander

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Introduction

The Joint Planning Process

The purposes of the Jewish community relations field have been defined as the protection and enhancement of equal rights and equal opportunities and the fostering of conditions that contribute toward the vitality of Jewish living. Thus, all Jewish community relations agencies are committed to a common cause.

In order to get the most out of available resources, avoid conflict among themselves, and give the Jewish community the largest return for the funds appropriated for community relations, the member agencies of the NCRAC pool their ideas, their information and their experience, seeking agreement as to (1) what the major problems are that the Jewish community relations field must deal with, (2) what needs to be done about these problems, and (3) what programs are most important and which, though needed, are less urgent. They continually review existing programs, evaluate their effectiveness, and consider what should be done in the light of new or changed conditions.

This is joint program planning. It is a continuous process. It must be so, for conditions change constantly, new developments occur without prior warning or notice, unanticipated events demand adjustments or revisions of judgment.

In order that the results of the continual process of joint study, analysis and projection may be presented for the guidance of all agencies working in the field of Jewish community relations, it is necessary that the process be interrupted at some point in time and its outcomes up to that point be set down in writing. Each published Joint Program Plan is such a summation as of the date of adoption.

Different Roles and Responsibilities of Agencies

Over the years, a wide and varied range of activities has been developed for the furtherance of the basic purposes of the Jewish community relations field. All these activities are important. All properly find their place in a comprehensive program of Jewish community relations work.

The facilities and resources available to each agency, whether national or local, are limited, however, and none can possibly pursue to the fullest fruitful degree every proper avenue of programmatic activity. Agencies vary not only in respect to the extent and scope of their resources, but in the emphasis they give to particular aspects of the entire field of Jewish community relations work. Local agencies not only vary most markedly in the extent of their resources, but also in respect to the conditions within which they work and the pressures that these conditions exert upon their programs. The necessity of making selections among the many programs and projects that might be usefully pursued thus is imposed upon every agency.

Certain phases of program are the common responsibility of all agencies, national and local; for example, social action projects of various kinds, which require the concerted impact of multiple influences and forces.

Certain phases are the primary responsibility of particular national agencies. By resolution of the NCRAC Plenary Session of September 1952, it was agreed "...that within the areas of labor, veterans, interreligious activities and legal and legislative service, primary responsibility be assigned to the Jewish Labor Committee, the Jewish War Veterans of the U.S.A., and the Orthodox, Conservative and Reform branches of Judaism, and the American Jewish Congress, respectively..."

Within the limitations of their respective resources, local community relations agencies participate in programs that they regard as meriting attention, in such measure and in such manner as they may locally decide. Policy unanimously approved by all the constituent agencies of the NCRAC recognizes that local community relations councils have "primary responsibility for planning and conducting community relations programs" in their respective communities.

In the carrying out of community relations programs, national and local agencies play complementary roles. Consistently with this concept, national resources are made available for help, consultation and advice to communities in the conduct of these activities.

Using the Joint Program Plan

The purpose of each annual Joint Program Plan of the NCRAC is not to recapitulate the entire range and variety of programmatic activities; but rather to express the joint judgment of all the agencies as to the particular activities that merit special attention in the light of trends and conditions in any particular period.

It is not contemplated that the recommendations in this Joint Program Plan – or any of the recommendations developed in the NCRAC – will be applied uncritically by every member agency, but rather that they will be regarded by each agency or community as a general guide, to be used as a basis for the planning of the program of each agency or community, taking into account all the factors that must influence such planning.

Constant alertness to shifts and changes in the circumstances to which planning must be continually adapted is a feature of NCRAC process. It is exercised jointly by the cooperating agencies, both national and local, through the NCRAC standing committees. These committees, in addition to maintaining watch over developments in their respective areas of concern, continually review existing programs, evaluate their effectiveness and consider what needs to be done in the light of changing conditions. (A list of Standing Committees and their Chairmen will be found on the inside of the back cover.)

The judgments of the Plenary Session and of the Executive Committee of the NCRAC – both of these bodies being more broadly representative of the constituent agencies than any one of the standing committees alone – stand as guides to the committees as to the concerns and objectives deemed most significant and important for their consideration, just as they stand as guides to the agencies engaged in Jewish community relations work.

The Plan does not deal *in extenso* with techniques, methodology, or procedure. The use of particular techniques is suggested, in some instances, in connection with activities recommended for priority consideration; but, in general, it is assumed that the agencies will employ such methods, techniques, and procedures as may be deemed most effective in relation to particular objectives, taking into account prevailing conditions, considerations of timing, etc. Among the methods widely employed in the field are those of the mass media of communication, intergroup education, community organization, litigation and other legal process, social action, and continual maintenance of contacts with various groups and with official bodies.

It is part of the continuing role of the standing committees of the NCRAC to develop recommendations from time to time as to the techniques, projects and activities to be employed in pursuit of particular program objectives. Such recommendations are conveyed to the constituent agencies and to the communities as they are developed in the course of the ongoing NCRAC process.

About This Joint Program Plan

While every Joint Program Plan grows organically out of the sum total of experience and discussion that enter into the continual NCRAC coordinating process throughout the months preceding its adoption, a process specially directed toward the formulation of the Plan is followed each year, so as to assure the fullest representativeness of participation in the development of its findings and the widest possible concurrence in its recommendations.

The Joint Program Plan for Jewish Community Relations in 1959-60 encompasses (1) a "Background for Planning," which is a broad review and analysis of events, developments and trends that have occurred since adoption of the 1958-59 plan – and that are expected to take place within 1959-60 – that must be taken account of in planning for the year ahead; (2) a "Guide to Program Planning," which is a briefer summarization of such events and developments, designed to facilitate a quick review, and (3) "Programs of Timeliness and Importance in 1959-60," comprising recommendations for projects, programs, and activities meriting priority or major emphasis during 1959-60 in order to make the most of favorable developments or guard against adverse influences.

Like the six previous annual Joint Program Plans issued by the NCRAC, this is a carefully considered expression of the consensus of the constituent national organizations and community councils comprising the NCRAC. This consensus was reached in part by the Plenary Session in May 1959 and in part by the Executive Committee in June 1959.

Following is a review of the process pursued in formulating the present Plan:

(1) In the early spring of 1959, all the constituent agencies, both national and local, were asked to hold discussions within their own separate bodies of trends and developments since the previous Plan was adopted and to project the programmatic implications of these trends and developments for the field. A discussion outline was developed to guide these discussions. It was announced at the same time that similar discussions, following a similar outline, would take place at the Plenary Session in May, and it was suggested that prior discussion within the several agencies would make it possible for delegates to the Plenary Session to bring to the discussions there not merely their personal views but those of their agencies.

(2) At the Plenary Session, two periods were set aside for discussion:

(a) A full afternoon was devoted to discussions in small round table groups of approximately twelve delegates. These comprised representatives of national and local member agencies, of large and small cities, and of various geographic areas. Each round table was led by a chairman, and a record of the discussion was kept by a secretary, who afterward caused his notes to be transcribed. Discussion at these round tables followed essentially the outline that had been previously disseminated to the member agencies.

(b) At a later time in the Session, a composite summary of the round table discussions was presented to the Plenum, and general discussion among the delegates ensued.

(3) The complete transcript of this discussion, including the summary of the round tables and the observations on it of the delegates in the plenary meeting, were referred to the NCRAC staff, with instructions to formulate, on the basis of it, a proposed draft Joint Program Plan for referral to the Executive Committee for definitive action.

(4) The Executive Committee met for a full day to review the proposed draft, which was made available in advance to all members of the Executive Committee. Changes in the draft were agreed upon in the course of discussion at this meeting. The Joint Program Plan for 1959-60 was then adopted in the form in which it is here presented.

I. Background for Planning

Forward planning for Jewish community relations cannot be based on an appraisal of circumstances and events in our land alone, but must take into account relevant circumstances and events elsewhere in the world.

THE WORLD SCENE

During the past year, the focus of world interest in the struggle between free West and Red East shifted from crisis to crisis – Quemoy, the Middle East, Africa, Central Europe. At the end of June 1959, a conference of the foreign ministers of the United States, Great Britain, France and the U.S.S.R. had exhausted itself in exchanges of propaganda, without seriously negotiating a single substantive issue. The "summit meeting" of heads of state, for which the foreign ministers conference was to have been a preparation, appeared uncertain.

The basic issue remains the conflict between freedom and totalitarianism: are people to be free, free to think and speak and choose how they shall be governed, free to develop their economies and change their social status, free to worship as they choose and to determine their own destinies according to their democratically expressed will, or are they to be the slaves of an authoritarianism imposing its will upon them while it poses as an agent of succor and liberation?

Throughout Asia and Africa, the fires of nationalism burn strongly and colonial peoples are beginning to demand and in some cases already have achieved political independence. The dark-skinned peoples of these continents measure our declarations about racial equality against our treatment of our own colored minorities. They appraise the merits of the democracy we hold up to them as a goal of their own aspirations according to the extent to which our political processes make possible the genuine participation of all our citizens, regardless of race, color, or religion, in the determination of policies and the choice of leadership. The favorable opinion of the nations being newly formed in Africa and Asia is important, for it may prove crucial in determining the outcome of the conflict between the free world and the communist bloc.

But the importance of demonstrating the workability of our American pluralistic society transcends even this crucial issue. The protection of civil rights in America and the preservation and enhancement of the civil liberties of Americans are essential to the fruition of the American idea of freedom and equality. Moreover the fate of the world – assuming it escapes nuclear destruction – may rest upon the perfection of processes whereby people of differing races and beliefs can live together in mutual acceptance with respect for their differences. Such processes are inherent in the American system. If they are to commend themselves to the rest of the world as adaptable to relationships among nations, we must first make them succeed here.

ISRAEL, THE MIDDLE EAST AND JEWISH COMMUNITY RELATIONS

Political developments in the Middle East during the past year were marked by fresh evidences of disunity within the Arab world. Nasser's efforts to impose Egyptian hegemony upon the Arab world produced no less than seven crises during the past year, none involving Israel. In Iraq, Kassim clearly challenged Nasser and repudiated his claim to leadership of the Arab world. Jordan, Lebanon and Sudan complained to the U.N. against actions of the United Arab Republic. Countries on the periphery of the Arab world – Tunisia, Turkey, Ethiopia – successfully resisted Nasser's persistent policy of subversion and intimidation. At the same time, acrimonious propaganda exchanges notwithstanding, economic and military relationships between the U.A.R. and the U.S.S.R. continued strong. These developments served to illustrate the extent to which the peace and stability of the Middle East are aggravated by Nasser's imperialistic ambitions and fed by Soviet machinations, and helped to expose the hollowness of the Arab propaganda seeking to depict Israel as the root of all the trouble in the region.

In the hope of recouping some of the prestige he had lost since the Sinai campaign, Nasser early in 1959 resumed interference with the passage of cargoes bound for Israel through the Suez Canal, in violation of the pledge made by Egypt in the U.N. at the time of the reopening of the Canal in 1957, "to afford and maintain free and uninterrupted navigation for all nations."

The United States, which helped defray the costs of clearing and reopening the Canal, is deeply committed to its operation as an international passage. President Eisenhower, in comment on the international agreement reached at the time, observed that Egypt had "bound itself to free and open transit through the Canal and to the principle that the operation of the Canal should be insulated from the politics of any country." The President added: "If, unhappily, Egypt does hereafter violate the ... international obligations, then this should be dealt with firmly..."

Nasser's claim that a state of war exists between Egypt and Israel, which he again asserted in justification of his acts, has been explicitly rejected by the U.N. Security Council. Nothwithstanding the extralegality of such conduct, Egypt has denied transit through the Canal to ships flying the Israel flag since 1957, but ships of other nations carrying cargoes to and from Israel have been allowed to pass through.

Beginning in February 1959, Egyptian authorities seized Israel-bound goods in ships of Liberian and West Germany registry. They also detained a Danish ship carrying cargo consigned to Israel when the captain of the ship refused to allow confiscation of the cargo. Israel appealed to the U.N. for redress, but Nasser obdurately resisted pressures from that source to abide by his commitments. Nasser's completely illegal and high-handed administration of the Suez Canal as a private domain rather than an international waterway required to be kept open to ships of all nations in peace and war thus again produced a situation extremely damaging to the stability of the Middle East.

Israel's Relations with U.S. and with New Asian and African States

In the eleventh year of her life, the State of Israel enjoyed a position of growing status and prestige among the nations. Her relationships with the United States probably never have been more cordial. While reductions in U.S. mutual assistance funds will adversely affect grants to Israel, precisely at a time of major need, this is the result of a general pressure for cutting mutual aid funds and is in no sense directed against Israel.

Especially noteworthy are Israel's newly formed ties – commercial as well as diplomatic – with some of the newer Asian and African nations. Burma, Ghana, Liberia and several other newly formed states in the two continents look to Israel for technical assistance, counsel in developing democratic procedures, help in setting up social welfare services, developing agriculture, and so on. Evaluated against the background of the Bandung conference of only a few years ago, with its widespread display of overt hostility toward Israel, this is an extraordinary achievement. It may be expected to grow in significance as further new African and Asian states emerge during the next few years. Given their suspicions and distrust of the large nations, whose policies they tend to equate with colonialism and exploitation, these new states most probably will gravitate toward the nucleus of small states already existing. Thus, within a few years, the attitudes toward Israel among the nations comprising the Arab-Afro-Asian bloc in the U.N. may undergo substantial change, breaking down the hitherto rather solid anti-Israel posture of that significant bloc.

There has been an increasingly observable tendency for American Negroes to identify with dark-skinned peoples throughout the world. Just as Asians and Africans are influenced in their attitudes toward America by the status of Negroes in this country, American Negroes sympathize with the oppressed Negroes of Africa and take pride in the independence achieved by Ghana and Liberia. This tendency toward identification with dark-skinned peoples everywhere has led to a sympathetic regard among American Negroes for the Arab struggle for independence and nationalism. Arab propagandists, in their approaches to the American Negro community, have capitalized on this underlying sympathy.

At the same time, American Negroes have been impressed by the courage and achievements of the Israelis,

as a small nation establishing and maintaining itself against great odds in a hostile environment and as a minority people overcoming the handicaps of prejudice and successfully asserting and defending nationhood. Negro perception of Israel as a nation friendly and helpful to the new African nations might very well influence Negro thinking about the Israeli-Arab conflict.

POPULATION MOBILITY

The movements of people from farm to city, from South to North and from all parts of the nation to the West continued during the past year at a perhaps accelerated rate. Pockets of unemployment and economic distress in the midst of general prosperity were a factor in increasing the volume of movement, sending people in search of jobs and livelihoods. The impact of unemployment fell inequitably upon Negroes, who were relatively twice as numerous as whites among those displaced from jobs. The rural-to-urban trend involved not only the migration of large numbers of southern Negroes to the industrial cities of the North and West, but of substantial numbers of southern whites also. Another contributing factor to the increased mobility was the spread of Puerto Ricans from the eastern seaboard cities to New England and the industrial east central and midwestern cities. Because of their marginal work skills these newcomers have been relatively numerous among applicants for public assistance, and this has led to demands for laws requiring a period of residence as a qualification for eligibility for such assistance in some states.

Not until the results of the 1960 decennial census are known will the full impact of the population shifts of the past several years on our national political scene be felt. It can be foreseen that, as a result of Congressional reapportionment based on the census, representation from the South and from rural areas generally will decline, thus augmenting the relative strength of the metropolitan centers. Already in these centers the steadily growing Negro and Puerto Rican populations are becoming increasingly influential politically and developing indigenous leadership. There are profound implications here for the future prospects for legislation affecting civil rights, and there are equally profound and much more immediate implications for intergroup and community relations.

Jewish Move Toward Suburbia

Population mobility within the Jewish community continued during the past year to be principally a movement from city to suburb. While some of the suburban communities were new and largely Jewish in composition, others were established communities in which the Jewish newcomers constitute a minority. In suburban communities of the latter type, Jewish influence in politics tended to be small. At the same time, Jewish political influence diminished also in the central city districts from which Jews continued to move out.

Suburban communities, by and large, are without the services and protections provided by public municipal civil rights agencies, whose jurisdictions are limited by the corporate boundaries of the cities. There is much need, therefore, for exploration of means whereby the operations of state agencies may be extended more effectively to suburban areas; or, alternatively, of the possibilities of creating public county, regional or area instrumentalities.

Jewish community relations services, meanwhile, have been extended to many of the suburban communities through expansion of local Jewish community relations councils into metropolitan councils serving entire metropolitan areas, through affiliated neighborhood or area councils and other forms of organization.

As observed in previous Joint Program Plans, the synagogue has taken on a new centrality in the suburban setting, reflecting the prevailing pattern of American community life, in which the churches tend to be the principal point of convergence for people seeking companionship, sociability, and cultural stimulation, as well as spiritual solace and common worship, and through which groups brought together by common faith express themselves on many social issues. In these circumstances, rabbis become counselors to the Jewish community, spokesmen of the Jewish community on many matters broadly deemed to fall within the scope of community relations. It is gratifying to observe that, where the new metropolitan Jewish community relations

councils have expanded into the suburbs, they have taken special pains to involve rabbis in every way.

Problems of Housing and Residential Segregation

In nearly every city in the nation, housing has become a critical problem. Not only is the total supply of dwellings inadequate, but the shortages are aggravated by patterns of residential segregation. Nor is this problem exclusively one of the central cities. As Negroes make their way upward in the economic scale, their desire for housing that conforms to the standards of the American middle class results in the movement of increasing numbers of Negro families to suburban areas, where the familiar segregated neighborhood pattern is repeated.

Several successive Joint Program Plans have stressed the ubiquitously adverse influence of segregated housing practices on all intergroup relationships and their perpetuation of segregation in all phases of community living. The deleterious effects of housing segregation upon the economic, social and cultural character of our urban centers also have been observed. Equalization of opportunity for access to the available housing supply was the object of increased legislative activity during the past year, as reflected in the later references in this review to state and municipal fair housing laws.

The legislative enactments during the past year were accompanied by evidences of growing recognition by business and real estate interests of their stake in the maintenance of a free housing market. Some businessmen's associations, taking alarm at the threat to their enterprises posed by the danger of central city deterioration incipient in the growth of slums and the outward migration of families in the higher economic categories, have begun to support fair housing practices. Increasingly – although still on a limited scale – builders and real estate operators have entered the open occupancy housing field as a paying business activity.

Even more noteworthy is the increase during the past year in the work of churches, church bodies and voluntary organizations in furtherance of equal housing opportunity and in the actual opening of neighborhoods to unrestricted occupancy. These voluntary actions by religious, civic, racial, ethnic and other groups, individually and in concert, to develop effective programs for the realization of true equality in access to housing, to minimize racial tensions in transitional areas, and to move toward the acceptance of racially integrated neighborhoods as a normal aspect of American life represent substantial progress in directions pointed in Joint Program Plans for several years past.

While Jews on the whole seem more receptive than most other groups in the community to non-white neighbors, many Jews fail to recognize the relationship between housing discrimination and the essential interests of the Jewish group. It remains, therefore, a major and increasingly urgent task to bring the attitudes and the behavior of the whole Jewish community more closely into conformity with the principles of equality to which it is committed through its agencies.

INTERRELIGIOUS RELATIONSHIPS AND CHURCH–STATE ISSUES

Throughout the year, the major faith groups continued their cooperation for a variety of social welfare objectives. In communal life, on the whole, religious separatism diminished in civic and political affairs as people joined on equal terms in common purposes and common tasks; but this did not carry over into ordinary social intercourse, which continued to be largely confined within faith groupings.

The relationships between government and religion within the structure of the American democratic system continued to pose major problems during the past year. Concern about these relationships may even have taken on a new dimension with the apparently growing recognition that the problem is one for the whole community and not merely for particular religious groups. Jewish community relations agencies, both national and local, are justified in assuming that their intensive educational activities over a period of years have contributed to this salutary development.

"Dialogue"

With the realization that church-state relationships are a matter of general community concern has come a greater readiness on the part of most groups to discuss their differing views of these relationships in an atmosphere of reasonableness. This "dialogue," encouragement of which was recommended in the 1958-59 Joint Program Plan, contrasts with traditional "brotherhood" meetings in that its purpose is not to seek to suppress or to gloss over differences, but to encourage discussion and clarification of differences, with a clear mutual recognition of the right of each view to exist and to compete with the others in the free marketplace of ideas. Such dialogue gave promise of continuing to provide a salutary basis for fruitful discussion of some of the controversial church-state issue, with an increase in mutual understanding of opposing positions and with a diminution of the tensions and hostilities that so often have impeded reasoned consideration of such issues in the past.

Religion and the Public Schools

Indeed, although there were no essential changes during the year in the positions of any of the groups involved in the dialogue, bitterness and animosity over the differences among them appeared to abate. Thus, while there was no diminution – indeed there may have been an increase – of concern and action in connection with intrusions of religion upon the public schools, there were fewer cases in 1958 in which bitter intra-community conflict erupted over Christmas observances, for example, than in several recent previous years. Publication almost on the eve of the Christmas holiday of the joint Synagogue Council-NCRAC position on religious holiday observances in the public schools occasioned respectful attention in the press, particularly in cities where the question of Christmas observances in the schools was being agitated, but did not elicit any of the emotionally charged, anti-Semitic or anti-Jewish responses that often attended past public assertions of that position at holiday time. Such issues as religious symbols, bible-reading, prayer recitation, and baccalaureate services vied with holiday observances as bases for controversy over religion in the public schools.

Sunday Closing Laws

Aside from questions of religion and the public schools, the church-state issue receiving principal attention during the past year was that of statutory Sunday observances. There was an observable intensification of pressure for vigorous enforcement of such laws in a number of localities, and for extension of the scope of their coverage. To some extent, this apparently was in reaction against widespread carrying on of retail businesses by suburban shopping centers on Sunday. There was thus a conflict of practical commercial interests around the issue. In this conflict, of course, individual Jews were to be found on both sides, as were others in the communities affected. The Jewish concern about religious freedom, as the principled issue involved, was in no way diminished or augmented by such individual positions; nor were the effects upon the relationships among religious groups of the division among them on this score in any degree mitigated thereby.

State courts generally have upheld the Sunday closing laws. In an important case tried before a special three-judge federal court in Massachusetts, however, the Massachusetts compulsory Sabbath observance statute was found unconstitutional, being deemed by the court to deny the equal protection of the laws to those who observe a day other than Sunday as the Sabbath and to deprive them of liberty and property without due process. This decision has very far-reaching implications, since the Massachusetts law is similar in essential respects to compulsory Sunday observance laws in other states. It may be assumed that it will be appealed to the United States Supreme Court, which may resolve the issue of constitutionality at its next term.

The prevailing Jewish view that governmental regulation of Sabbath observance is an intrusion upon religious freedom won little adherence among other groups and there was almost no non-Jewish support for repeal of Sunday observance laws. The Jewish position that, at the very least, observers of some day other

than Sunday as their Sabbath should not be penalized for following the dictates of their religious conscience appeared, on the other hand, to have gained some acceptance among Protestant leadership; the Catholic position, however, remained adamantly opposed to any such exemptions.

Religion and Politics

Religion in politics was projected into general public discussion in two separate contexts during the past year. The possibility that one or both of the major political parties might nominate a Catholic for either President or Vice President revived memories of the Al Smith candidacy of 1928 and led to widespread speculation as to the acceptability of a Catholic as President. Meanwhile, Abraham Ribicoff was elected Governor of Connecticut and Eugene McCarthy as Senator from Minnesota – states in which Jewish and Catholic populations respectively are minimal–following campaigns in which there was scarcely a murmur of religious bigotry.

While it is evident that overt appeals to religious prejudice are diminishing in American political campaigns, the very fact that interest is displayed in the religion of candidates suggests that religion continues to be regarded by politicians as a factor in the ability of candidates to gain voter approval. Certain associations are made by the public between the religion of a prospective candidate and his probable views on certain public issues. This is evident from the nature of questions often put to Catholic candidates, for example. It thus appears that religion continues an operative influence in American politics, though in a much lower key than in earlier periods.

For the first time in many years, charges were made publicly that anti-Semitism was a component of the opposition to Senate confirmation of a Presidential Cabinet appointee. The charges never were lodged against specific individuals. It is perhaps a measure of the extent to which the utility of anti-Semitism as a political weapon is rejected in our nation that the Jewishness of the appointee at no time was employed openly as an argument against his confirmation. On the contrary, the very suggestion that anti-Semitism was a factor in the case was denounced as abhorrent on all sides.

RELIGIOUS LIBERTY ASPECTS OF HUMANE SLAUGHTERING LEGISLATION

As anticipated, the 85th Congress in the summer of 1958 passed P.L. 85-765, the humane slaughtering act. The law contains an explicit finding that Shechita – the Jewish religious method of slaughter – is humane. It includes also a section stipulating that "in order to protect freedom of religion, ritual slaughter and the handling or other preparation of livestock for ritual slaughter are exempted" from the law's provisions regarding handling and preparation. (The exemption is related by reference specifically to the Jewish religious method of slaughter.) The law creates a national advisory committee on humane methods of slaughter and handling, which is to make recommendations, based on studies which it is to pursue, to assist the Secretary of Agriculture (who administers the law) in the formulation of regulations. While the law applies only to meat bought by the federal government for use within the federal establishment, it is probable that efforts will be made to extend its coverage to all meat sold in interstate commerce.

State Humane Slaughtering Legislation

Meanwhile, as predicted, the enactment of the federal law led to the introduction of similar bills in state legislatures at their 1959 sessions. Many, but by no means all, of the fifteen state bills followed the federal law in defining Shechita as humane. Three had been enacted – in California, Minnesota, and Washington – and others were pending at the time of this review.

State legislators on the whole proved as sympathetic as members of Congress had been to the concern of Jews for the protection of the practice of Shechita as a religious right. Inasmuch as preparatory steps are not prescribed by Jewish religious law, many legislators, however, appeared to have difficulty in understanding the Jewish fear that prescriptions as to methods of handling prior to slaughter (for example,

stunning prior to slaughter – which is prohibited under Jewish religious law) might make adherence to the Jewish law regarding Shechita impossible. In some states, leaders of humane societies, pressing for the state laws, tended to grow increasingly caustic in their comments on the nature and motivation of Jewish opposition.

Launching of Research Study of Humane Methods

Early in 1959, it was mutually agreed within the Synagogue Council of America and the NCRAC that the efforts of the constituent organizations in respect to the protection of Shechita be coordinated through their Joint Advisory Committee. In regard to state legislation, the coordinated approach:

(1) Urged postponement of action on all humane slaughtering legislation, pending the outcomes of two separate study processes of handling methods now in progress – (a) under the direction of the National Advisory Committee established under the federal law (whose recommendations will not affect handling prior to Shechita, since this is explicitly exempted from regulation by the Secretary of Agriculture); and (b) by an independent research agency, under the auspices of the Joint Advisory Committee of the NCRAC and Synagogue Council of America, to ascertain the most humane practical methods of restraining animals in preparation for Shechita and, if necessary, to develop equipment and processes in connection with such methods.

(2) Sought to assure that any humane slaughtering legislation nevertheless adopted include a finding that Shechita is humane.

The Jewish organizations sponsoring the study of humane handling methods announced their readiness to recommend modification or alteration of present methods of handling preparatory to Shechita, should the research disclose more humane practical methods than those currently employed. They said that they then would ask for legislative findings affirming the humaneness of such methods, similar to the present legislative findings of the humaneness of Shechita itself.

The community relations implications inherent in the complex and delicate issue of humane slaughtering legislation had become sharply evident by the end of the period covered by this review.

THE 1958 ELECTIONS AND THEIR IMPORT

As a result of the election of liberal candidates of both major parties in 1958, the complexion of the Congress, both Senate and House, was considerably changed. High expectations that the change would lead to prompt and effective legislative action to enlarge the practical applications of constitutional rights and liberties soon proved unrealistic, however, as it became clear that the power of committee chairmen, the procedures governing the flow of bills, the operation of the seniority system, and other Congressional procedures left control in essentially the same hands as in the 85th Congress.

Even before Congress convened, the Democratic leadership in the House put down a move by no fewer than 75 liberal Democratic Congressmen to press for rules changes and reorganization of the House Rules Committee that would break the present stranglehold of that Committee on House bills. Similarly, the Senate leadership quelled an effort by a bi-partisan group of liberal Senators at the opening of the Session to amend the Senate rules so as to end the power of the filibuster. (This is considered more fully later in this review.) An attempt by a group of liberal Republican Senators to name a Minority Leader to succeed former Senator Knowland similarly failed.

Retention of Conservative Control

It is one of the ironies of American politics that the election of so many additional northern Democrats to both Houses of Congress should have strengthened rather than weakened the influence of the Southern bloc. With its Congressional representation sharply reduced, the Republican Administration found it necessary to

seek support on the Democratic side for its budgetary and other economic programs. This support has been provided by Senators from segregationist Southern states, who, however, have been able to exact a *quid pro quo*. The result has been a revitalization of the conservative Republican-Southern Democratic coalition that had dominated so many previous Congresses. An early evidence of the reconstitution of this coalition was provided by Senator Dirksen's co-sponsorship of Majority Leader Johnson's resolution on amendment of the Senate rule on cloture. Further evidence of the working of the coalition was provided when the Administration, in deference to the segregationist Southern bloc, abandoned its earlier advocacy of legislation to provide injunctive relief in civil rights cases.

While the conservative Republican-Southern Democratic coalition has thus been operating in its long-established way, another cohesive bloc of Senators has grown into a force that on some issues can exert decisive power in the Senate. This bloc is made up of the Democratic Senators from western states. The members of the bloc are under no strong pressures on civil rights issues, since they represent states in which minority populations are negligible. The bloc is, on the other hand, frequently dependent upon the southern contingent for support of legislation affecting water power, reclamation, and other matters in which it is deeply concerned. Therefore, it has tended to support only such civil rights proposals as the southerners find tolerable.

The "liberals" in Congress, whether in the Senate or in the House, have shown little political cohesion as a voting bloc; the firmness of their stand on civil rights – except for a steadfast minority commanding too few votes to be a decisive influence – has repeatedly been weakened by the conflicting demands of partisanship and sectional interests. The influence of the liberal Congressmen and Senators can be strengthened, but only by greatly enlarged public demand for and support of liberal measures.

SENATE RULE XXII

Liberal pressure finally succeeded, at the opening of the 86th Congress, in forcing the first change in ten years in the Senate filibuster rule, whereby the Senate repeatedly has been prevented by a determined minority from expressing its democratic will on crucial legislation. Under the new rule, cloture (termination of debate) can be effected by a two-thirds vote of Senators present and voting, whereas the rule formerly required an absolute two-thirds of the full Senate. The amended rule also permits cloture to be invoked on debate over a proposal to change the rules – which was wholly proscribed under the old rule. But these are changes more in appearance than in substance. On any decisive vote on cloture, as indeed on any important vote on a hard-fought issue, substantially the entire Senate is present. The change is thus not sufficient to break the obstructive power of the filibuster; yet the appearance of improvement may make future efforts toward this end more difficult than ever.

The failure of the liberal group in the Senate to muster more than 28 votes in support of a majority cloture rule is attributable in part to the lack of general public understanding of the complex relationship between procedure and substance in the legislative process. The fate or shape of legislation frequently is determined by parliamentary maneuvering which precedes floor action, by the application of rules of procedure in the committee process, with which the public is generally not familiar. Congressional procedures thus can be and often are employed to thwart the majority will and block attainment of legislative objectives.

These same procedures make efforts to amend the rules virtually impossible at any time other than the opening of a new Congress. If effective rules changes are to be achieved at the opening of the 87th Congress, the interval will have to be used to increase public understanding of the ways in which the Senate filibuster and other obstructive tactics can be and have been used, not only as roadblocks to any effective civil rights legislation, but as devices whereby a determined minority can bring to a standstill the whole democratic process by preventing a vote on any issue.

FEDERAL CIVIL RIGHTS LEGISLATION

The first session of the 86th Congress saw the introduction of the usual quota of civil rights bills. The

three principal proposals advanced were: the Douglas-Javits-Celler bill, the Administration program, and a bill introduced by Majority Leader Lyndon Johnson. The first of these, which embodies substantially the provisions designated as necessary in the 1958-59 Joint Program Plan, had the support of major civil rights organizations, which regard as of primary importance the provision for preventive relief in school desegregation cases. The Administration proposals, like the Douglas bill, provide for financial and technical assistance to school districts seeking to desegregate (though on a more limited scale), but – in contrast to the Administration's earlier position (as noted earlier in this review) – omits any provision for injunctive relief. The main feature of the Johnson bill, which contains no reference to the desegregation question, is a provision for creation of a "Community Relations Service" to conciliate "disagreements or difficulties regarding the laws or Constitution of the United States." Civil rights organizations, while favoring conciliation processes within the framework of a comprehensive program to facilitate compliance with the Supreme Court rulings, fear that the Johnson proposal might result in civil rights being bargained away rather than enforced.

At the end of June 1959, no committee in either house had reported out any civil rights bill. Hearings were conducted in both Senate and House, but without any sense of urgency, many being conducted in the presence of a single subcommittee member, sometimes in the absence of legislators altogether.

It appeared likely that some civil rights bill would be enacted in the present Congress. However, it was doubtful that a sufficient number of Republican members of both Senate and House would reject the Administration stand to make possible enactment of a measure with injunctive relief provisions. The question thus appeared to be not whether any civil rights bill would pass, but whether the law enacted would be a meaningful one or a civil rights measure in name only.

A major legislative achievement of the first session of the 86th Congress was the admission of Hawaii as a state. While not in any strict sense a civil rights action, this was one of the recommendations included in the report of the President's Committee on Civil Rights a decade ago, and opposition to Hawaii's admission had been spearheaded by opponents of civil rights, whose concern about the racial composition of the islands has been undisguised. The admission of Hawaii is likely to result in the not too distant future in the election of a non-Caucasion to the Senate for the first time since Reconstruction times.

Public Apathy and Segregationist Intransigence

The legislative apathy toward federal civil rights legislation was but a reflection of the general public apathy toward such legislation, growing out of the lack of public understanding of the standard-setting and educational role of legislation in molding attitudes in a democratic society.

The intransigence of the opposition to the Supreme Court school desegregation rulings meanwhile was unabated. There is grave danger that this intransigence may so dismay and alarm other parts of the nation as to intimidate them into a withdrawal from the struggle. Such a surrender by default to the segregationists could only have the effect of persuading them that intransigent resistance advances their cause and thus encourage them in their defiance of law.

In the face of this danger, it grew more urgently necessary than ever that the public be made to understand the national impact of the struggle for equality of opportunity, and that public demand for early and effective action by Congress on civil rights be intensified.

STATE AND MUNICIPAL CIVIL RIGHTS LEGISLATION

By contrast with the inaction of Congress on civil rights, the expansion of civil rights protections by states and municipalities has been heartening.

The fruits of a decade of effort were reaped during the past year in Ohio and California when both states enacted effective fair employment practices laws. With these enactments, Illinois remains the only major

industrial state in the Union without such legislative prohibitions against employment discrimination.

Of even greater significance is the spread of legislation against discrimination in housing. California joined the roster of states with laws against discrimination in public and publicly-aided housing. A year of successful experience with New York City's Sharkey-Brown-Isaacs law had laid to rest the fears expressed by some who had seen in such laws a dire blow at private property rights. The legislatures of Colorado, Connecticut, Massachusetts and Oregon in 1959 adopted laws forbidding discrimination in privately owned and operated housing. A comprehensive fair housing ordinance was adopted in Pittsburgh, Pa. These laws go beyond the proscription of discrimination in public and publicly-assisted housing which has been a feature of many anti-discrimination statutes for some years.

Testimony by a number of Jewish organizations before the Federal Commission on Civil Rights hearing held in New York in February disclosed that housing discrimination against Jews is experienced chiefly in privately owned apartments and homes. The new laws thus brought such discrimination for the first time within range of legislative prohibition.

The enactment of these laws and ordinances should give impetus to campaigns for similar state laws in the few states whose legislatures will be in session during 1959-60; and for municipal ordinances in major cities in other states.

The year saw, also, the creation of a number of additional municipal civil rights commissions, including notably the Commissioners' Council on Human Relations of the District of Columbia.

FREEDOM OF FRANCHISE

After a long period of inaction, agencies charged by the 1957 Civil Rights Act with protection of voting rights began to function during the past year. Moving cautiously, so as to preclude the probability of failure in their first official actions, both the Civil Rights Division of the Justice Department and the Civil Rights Commission chose situations for investigation that involved flagrant and incontrovertible violations. The Civil Rights Commission encountered obdurate refusal on the part of registrars of voters to testify or produce records. It was necessary for the Commission to resort to prolonged litigation, the outcome of which was an agreement providing limited access to records.

The Justice Department sued for injunctions against flagrant denial of Negro voting rights in two counties – Macon County, Ala., and Terrell County, Ga. In the Macon case, the judge dismissed the action on the ground that the Civil Rights Law had not been intended to permit suits against states, and since the county registrars had resigned – which they had done on the eve of the proceedings – there was no one against whom an injunction could be entered.

In the Terrell County case, the judge ruled unconstitutional the injunctive relief provisions of the 1957 Act on the ground that they would permit federal proceedings against private individuals in state elections, which lie wholly within state jurisdiction under the Constitution. Even though the respondents in the case at trial were state officials, not individuals, the judge ruled the suit against them could not be entertained in view of the unconstitutionality of the statute on which the suit rested. An appeal from this ruling to the United States Supreme Court will not be decided until the Supreme Court's next term. The injunctive relief provisions of the 1957 Civil Rights Act thus have been rendered effectively inoperative for some months at least.

The experience of the Civil Rights Commission and the Justice Department demonstrated that additional federal legislation is imperatively needed if the aims of the Civil Rights Act of 1957 are to be realized. It demonstrated also, that, in those parts of the South where the maintenance of political power rests upon Negro disfranchisement, the political leadership is determined not merely to delay but to resist intransigently any extension of citizenship rights to Negroes.

Home Rule for District of Columbia

Continuing pressure for home rule for the District of Columbia grew more difficult to reject, as Alaska and Hawaii were admitted to the Union. While the likelihood of self-rule for the District accordingly improved, it remained true that the residents of the Nation's capital city, having no votes, have no means of directly exerting political pressure. Moreover, the growth of the Negro population of the District in recent years has intensified the opposition of southern segregationists to self-rule. Thus, the success of the home rule drive continues to depend on the recognition by the rest of the country that the denial of self-government to the one million residents of the District is an anomoly in a democratic nation.

PUBLIC SCHOOL DESEGREGATION

Only relatively few formerly segregated public school districts were desegregated during the past year – an even smaller number than during the preceding year. The decelerating rate of progress toward desegregation is not unexpected. Fairly rapid progress was made, after the Supreme Court rulings, in the border states. The still segregated systems are largely in the areas of hard core resistance, where, in official defiance of law, state governments still plot means of circumventing the rulings.

Public School Closings

Most dramatic of all developments on the desegregation front during the year, and perhaps most significant for the long run, were the actual closings of public schools in the Virginia communities of Charlottesville, Front Royal and Norfolk and in Little Rock, Ark. These closings affected thousands of white as well as Negro pupils. Many were left without any opportunities for formal education. Wealthier parents sent their children to schools in other cities. Some joined in supporting makeshift classrooms in church basements, vacant stores, homes, or elsewhere. These quasi-schools lacked accreditation by educational standard-setting bodies, and the academic futures of the youngsters attending them were clouded.

In general, Jewish religious and communal institutions did not participate in these extra-public school programs, the Jewish community as a whole regarding them as devices to further circumvention of law and to undermine the public schools, which are held by the Jewish community to be an indispensable bulwark of the American social and political order.

The school closings shocked many people into realization of the tragic implications of "massive resistance." Buttressed by a federal court decision in the Little Rock case, that the existence of danger of violence cannot be made lawful ground for failing to comply with an order to desegregate, and by the Supreme Court's invalidation of the laws on which Virginia hoped to rest its maintenance of segregated schools, an open movement developed in several southern communities for preservation of the public school system under whatever conditions federal law imposed. Many who prefer segregation joined in this movement. Many who previously had remained silent now spoke out. The Governor of Virginia, in a dramatic shift of ground, fought off efforts by irreconcilable segregationists in the legislature to enact fresh laws to keep the schools closed rather than permit any racial mixing.

The peaceful admission of Negro pupils to formerly all-white schools in Arlington, Alexandria, and Norfolk, following upon the Supreme Court's nullification of Virginia's laws, is bound to spark similar moves elsewhere. The repudiation by the voters of Little Rock of Governor Faubus' attempt to pack the local school board with die-hard segregationists, and through them to bully the community into acceptance of school closing as a preferable alternative to desegregation, cannot fail to have its effect upon other communities. Thus, the school closings may prove to have been a turning point in the school desegregation controversy.

Pupil Assignment Laws

Meanwhile, the Supreme Court's validation of Alabama's pupil placement law would seem to provide sanction for very limited token compliance with the desegregation rulings. It seems likely that such laws will be

enacted in some other southern states. The Alabama law, and a similar one in North Carolina (now being tested in the courts), establish a long list of criteria on the basis of which pupils may be assigned to specific schools within a school district. Race and color are not among the enumerated criteria, which do, however, include such imponderables as "psychological qualifications" and social adaptability. Segregationists see a small fissure here in what they would like to regard as an impervious barrier to any racial mixing in the public schools, since the laws vest in individual district school boards administration of the assignment procedure, thus creating the possibility of desegregation in particular districts where sufficient local pressure is generated.

Should the laws be so administered as to keep public schools completely segregated, it is probable that they would become vulnerable to attack in federal courts. Should they be used to admit a token few Negroes, however, it may prove impossible to establish their unconstitutionality to the satisfaction of the courts. In that event, a generation or more may pass with but token integration in a number of states.

Public School Desegregation in the North

In many cities outside the South, because of patterns of residential segregation, the pupils attending many public schools are drawn overwhelmingly from single racial, ethnic or religious groups. During the past year, an increasing trend toward recognition of integration as a positive factor in educating for democracy has led to the conclusion that such "one-group" public schools create barriers to the cultivation of that free and comfortable acceptance of difference that is an indispensable ingredient in the creative life of a pluralistic society such as ours. In some cities – New York and Chicago are outstanding examples – boards of education are experimenting with various procedures designed to make the pupil composition of schools approximate more closely the composition of the community as a whole and to integrate facilities. At least one state legislature – that of Illinois – is considering the revision of school district boundaries so as to promote racial mixture in the public schools. As this problem is likely to grow in importance in the years ahead, the experiments being tried merit the most interested attention.

While these experiments in physical integration are proceeding, many school systems continue to press forward with applications of well-established principles of intergroup education, structuring curricula and organizing and administering their educational process so as to afford each individual child the fullest opportunity to develop to his greatest potentiality and to enhance the free and comfortable acceptance of difference – whether of race, color, or religion – as a natural, inevitable and indispensable aspect of the democratic way of life. There continued to be a lack of teachers and administrators adequately trained in the means and methods for fostering equality in the public school setting.

DEFIANCE AND DISREGARD OF LAW AND LAWFUL PROCESS

Unhappily, the events of recent months have validated the observation ventured in the Joint Program Plan for 1958-59 "that successful flouting of the law leads only to larger outrages; and that lawlessness tends to spread, both geographically and in the nature of its victims." Assaults on persons and property continued, indeed became perhaps more numerous. A lynching took place during this period – the first in three years. Bombings, dynamitings and other assaults spread to areas outside the South. At the same time, there were somewhat reassuring evidences of spreading recognition that these violent acts are the inevitable fruits of defiance and contempt for law by public officials and political leaders, and responsible voices were increasingly raised in making the relationship clear.

An example was provided by the strong public reaction against the dynamiting of The Temple in Atlanta. The spontaneous expressions of horror and denunciation of that crime by public officials, by clergy and by the general citizenry, and the prompt and effective action by local police and federal authorities to apprehend the perpetrators and bring them to trial provided a deep sense of reassurance to the American Jewish community. It also demonstrated that the maintenance of ongoing year-round Jewish community relations programs contribute greatly toward the enhancement of Jewish group status and community-wide acceptance of responsibility for anti-Semitic violence and other acts directed against Jews or Jewish institutions.

In some other situations, in which the help of federal authorities was not sought, the public was apathetic and police work was poor. The need for federal legislation to authorize the Justice Department to act on its own initiative in dynamitings and bombings thus was accented. Several bills to this end, similar to measures that died in the last Congress, were again introduced.

The gravest and most frequent victims of violence, of course, have been the Negroes of the South. But even the lynching at Poplarville, Mississippi – the most widely publicized and most shocking of the many crimes against the persons and property of Negroes to be committed during the year – excited scarcely more than a flurry of public excitement throughout the nation. The government of Mississippi failed to act promptly against the abductors and murderers despite the fact that the Federal Bureau of Investigation publicly announced that it had supplied the state authorities with information as to their identities.

There were increasing signs, in Negro press comment and in utterances of some Negro leaders, that public apathy and police inaction in regard to crimes against Negroes and differential standards of punishment of Negro and white criminals was breeding cynicism among Negroes about legal process as a means of obtaining protection of their rights and redress of wrongs done them. With the growth of cohesive group consciousness and sense of group identification among Negroes, and with the rapidly continuing emergence of the Negro group from its passive acceptance of lesser caste status, awareness of these differences appeared to be producing among some Negroes a potentially dangerous mood. This was exemplified in the recent intimation by a president of an NAACP branch in North Carolina – repudiated by the national organization – that southern Negroes might find it necessary to meet violence with violence.

The implications of this are not limited to the South, but are even more applicable to northern communities where Negroes and other minority groups, not restrained by long habits of submission, feel themselves to be victims of unequal treatment.

IMPAIRMENT OF INTEGRITY OF U.S. CITIZENSHIP

No change was observed during the past year in the official acquiescence by our government in the imposition by foreign states of discriminations upon United States citizens because of their religion. The governments of Saudi Arabia and of other Arab states did not abate during the year their refusal of visas or transit permits to almost all Jewish travelers. Saudi Arabia continued to refuse to permit Americans who are Jews to be stationed in that country even as members of military or diplomatic units.

In the course of proceedings before the New York State Commission Against Discrimination, in which the Arabian-American Oil Company is charged with violating New York's law against discrimination, in that it refuses to consider Jews as applicants for jobs in Saudi Arabia, it was established that the company refuses also to consider Jews for employment within the United States, and has boycotted American firms owned by Jews, taking its instructions in these regards from Saudi Arabia. The Commission's determination was that New York's legal prohibition of discrimination should be set aside in this instance, in view of assertions by U.S. State Department spokesmen that major national interests are involved. This determination was being tested on state constitutional grounds in the New York State Supreme Court as this review was concluded. Regardless of the determination of state constitutionality, it is plain that the New York State Commission, charged with enforcement of the state's law against employment discrimination, has allowed itself to be used as an instrument for the negation of that law. Jewish community relations agencies, which expended such great effort in bringing about the enactment of laws for protection of equal employment opportunity and the creation of public agencies to enforce the laws became deeply concerned. The Jewish community moreover found profoundly repugnant the imputation created by the State Department's request, *viz.*, that any protest against the selective application of fair employment laws in this situation suggests a disregard of the national interest.

IMMIGRATION

Early in the present session of Congress, a move to transfer immigration and passport matters from the

jurisdiction of the House Judiciary Committee to the Un-American Activities Committee was frustrated. Defeat of the move followed a vigorous campaign of protest and opposition by groups and organizations concerned about immigration policy. They found untenable the idea that immigration policy was to be considered primarily in terms of security.

The usual array of immigration bills was introduced, ranging from proposals to amend various technical and procedural passages in the present law to comprehensive revisions of the entire structure of our immigration and naturalization policies and procedures. A number of the measures dealt with the quota system in various ways: some would abolish the discriminatory national origins system, but others would merely shift the base for determining quotas to another census period or increase the total number admissable annually or both. Several contained provisions for pooling of unused quotas. Some represented fresh approaches to the refugee problem by proposing the incorporation of parole provisions in the general immigration code, so that special legislation would not be necessary in every emergency. All these developments permit the conclusion that the long and arduous public educational activities of the groups and organizations advocating immigration policy reform had begun to show results.

World Refugee Year

By resolution in December 1958, the United Nations designated the year beginning July 1, 1959 as World Refugee Year. President Eisenhower proclaimed United States participation in the observance and a United States Committee for Refugees was created. The President's proclamation in effect constituted a pledge that the government of the United States would promote intensive efforts during 1959-60 to ease the plight of the estimated 15 million unfortunates who, of the 40 million that have become refugees since World War II, remain displaced and without permanent homes.

The United States Committee for Refugees is the chief instrumentality through which private efforts in the United States will be mobilized and coordinated. The stated purposes of the Committee envision programs of public education on the magnitude and scope of the world refugee problem, the stimulation of research, the study of plans and proposals for solution or alleviation of refugee problems. It maybe assumed that proposals developed under the aegis of this Committee will include suggestions for federal legislation; and that the problem of the Arab refugees will command substantial attention.

Jewish community relations agencies, both national and local, and Jewish community agencies will participate in the United States Committee and in the local and regional committees to be created under its general guidance and influence.

UNRWA

Meanwhile, the life of the United Nations Relief and Works Agency (UNRWA), which has been maintaining the Arab refugees of the Arab-Israel war, will come to an end on June 30, 1960, unless again extended. The United States, which has contributed some $200,000,000 of the $300,000,000 spent by UNRWA since its creation in 1949, has suggested through its representative on the U.N. Special Political Committee that, instead of direct relief grants for the refugees, the United Nations provide them with help in becoming self-sufficient in the countries where they now are.

American Jewish organizations long have contended that a decade of experience has demonstrated the inadequacy of direct relief as a solution to the Arab refugee problem. This view has come to be generally shared by objective students, though it continues to be rejected for political reasons by the Arab states. In the summer of 1959, the Secretary General of the UN recommended a program of absorption of the refugees by Arab countries, linked to economic development of those countries with funds from outside the area. This offer confronted the Arab leadership with the alternative of using the refugees as an instrument for regional development or continuing to exploit them as an instrument in the campaign against Israel.

CIVIL LIBERTIES AND THE INDEPENDENCE OF THE SUPREME COURT

Pressures Toward Conformity With Segregationist Views

Physical force, economic pressures and other forms of intimidation and coercion continued to be applied, in many parts of the South, to both Negroes and whites, as means of inhibiting free expression of views or public actions favorable to desegregation. Under these pressures, civil liberties eroded. White persons, regarded as "traitors" to the "Southern way of life" became increasingly the objects of such pressures to conform. As the violence fed by official contempt for law grew, some who had remained silent or aloof apparently began to perceive that by their silence they had been passive contributors to the consequences, and were moved by this realization to speak out against some of the more flagrant denials of basic constitutional liberties. It is to be hoped that the number of such courageous voices will increase and that their influence will grow.

Anti-Semitic Agitation

Anti-Semitic agitation and distribution of hate literature increased during the year, especially in some parts of the South, as bigots sought to exploit tensions over the desegregation controversy. Despite these stepped-up activities, the efforts at reorganization of the Ku Klux Klan, and the overt anti-Semitism of such segregationist demagogues as John Kasper, overt anti-Semitism continued at a low ebb and the appeals were almost universally disregarded and rejected.

Decent Literature and Related Campaigns

Efforts at suppression of freedom of expression in literature and the arts continued during the year by private groups seeking to impose their own concepts of morality, decency, and public order on various communities. Jewish community relations agencies, confronting the need for clear guides to their own conduct that would reconcile their concern for public morality and their concern for maintenance of freedom of expression, engaged in intensive discussions of the question. As this review was written, clarification of the Jewish position remained an important continuing challenge.

Attacks on Independence of the Supreme Court

The United States Supreme Court continued under attack during the past year by interests opposed to the Court's rulings on civil liberties issues and civil rights. The enemies of the Court found allies in such highly respectable quarters as the American Bar Association and the Conference of Chief Justices of State Courts, both of which joined in the demand for reversal by legislation of some of its rulings. It should be remarked, however, that state and local bar associations did not all join in this demand, but, on the contrary, many of them, as well as many groups of state court justices publicly dissociated themselves from the actions of the national bodies.

Defeat of legislation to limit the Court's jurisdiction at the close of the 85th Congress was by such a narrow margin that it heartened its proponents to intensify their attacks in the present Congress. Of the many bills embodying such attacks, the most far-reaching is H.R. 3, which would permit the states under their own laws to punish subversive activities directed against the federal government, and authorize the states to legislate in all areas where they have concurrent jurisdiction with the federal government, unless Congress specifically preempts the field in legislating on any specific subject. It is retroactive and apparently would affect all past laws, as well as future ones. No one is quite certain what effect it would have on interstate commerce, labor-management relations, public works, immigration and naturalization, and civil rights. Despite its characterization by the Justice Department as the "most hazardous" of the measures aimed at curbing the Court, Republican Congressional leadership in the House joined with some Southern Democrats to pass the bill – though with a smaller majority than had been mustered in support of an essentially identical bill in the previous Congress. The Senate had not acted on the measure when this review was concluded.

Opposition to Loyalty Oaths

Meanwhile, there was evidence of concern in the Senate for preservation of certain civil liberties principles. This was reflected in a bill to repeal a provision in the 1958 National Defense Education Act requiring students applying for loans to finance their college education to take a loyalty oath. The provision had been inserted as an amendment and passed without notice in the rush of action on pending measures just prior to adjournment of the 85th Congress. When colleges and universities met with federal administrative agencies to discuss implementation of the law, there was widespread denunciation of the loyalty oath provision. Some institutions refused to participate in the program. The bill to repeal the loyalty oath requirement, S. 819, was unanimously approved by a subcommittee of the Senate Labor and Public Welfare Committee, and prospects for its passage are regarded as good.

Supreme Court Rulings in 1958-59

Rulings of the Supreme Court during the past year on civil liberties issues meanwhile in some respects enlarged and in others reduced the extent of the Court's defense of individual freedoms against infringement by government.

In the former category may be listed:

1. Two unanimous decisions affecting freedom of association, in which the Court upheld the rights of an individual – Scull, a printer – to refuse to answer questions regarding his membership in or association with various private organizations, including Jewish organizations active in civil rights issues; and of an organization – the NAACP – to refuse to disclose its membership lists. The importance of these decisions cannot be overstated. The power to compel disclosure of membership is the power to destroy voluntary associations, for individuals can be subjected to intolerable forms of intimidation and coercion and thus forced to withdraw from membership or support of such associations. All Americans, whatever their views on desegregation, have a stake in the preservation of the freedom of the NAACP to pursue its programs. It is to be hoped that the burden of defending that freedom will not be allowed to rest wholly upon the Supreme Court, without the intervention of the Executive authority, but that the NAACP's right to exist and to operate free from unconstitutional interference or arbitrary restraint will be defended by the Department of Justice.

2. A case involving loyalty oaths, in which the Court found unconstitutional a California law requiring such an oath as a condition of enjoying tax exemptions available under state laws. The loyalty oath requirement would have affected such Jewish institutions as synagogues and other religious and communal agencies and services.

3. A ruling extending to the motion picture medium the same broad protection of freedom of expression and presentation of ideas that has long been accorded to literature, the theater and other media. The specific issue was the constitutionality of a state law prohibiting the showing of a motion picture presenting adultery in a favorable light or seeming to approve it.

4. A case involving dismissal of a federal employee on "security" grounds, in which the Court ordered reinstatement with back pay from 1954. The decision is of special interest to Jewish community relations agencies. The Court observed in its ruling that the employee's "security" hearing had "developed into a wide-ranging inquisition into this man's educational, social and political beliefs encompassing even a question as to whether he was a 'religious man' ". The record revealed that among the questions asked in the course of the hearing were a number probing into the employee's views as to whether "Negroes and Jews are denied some of their constitutuional rights"; seeking to determine whether he had "voted for Norman Thomas and Henry Wallace," and whether he was "an extremist on equality of races."

In contrast to these decisions, in which concepts of individual freedoms were broadened, are others in which the Court appeared to be narrowing earlier interpretations of constitutional guarantees. Some ob-

servers interpreted these rulings as retreats by the Court in the face of criticism.

Thus:

1. In two cases testing the right of witnesses to refuse to answer questions put by investigating committees, the Court circumscribed earlier decisions on the same issue, upholding contempt convictions that had been obtained in state courts in one case and in lower federal courts in the other. These rulings appeared to narrow the ground on which witnesses may decline to answer questions put to them by investigating bodies.

2. The same rulings also defined much more narrowly an earlier decision, that seemingly had preempted to the federal courts jurisdiction in sedition prosecutions.

3. In a third instance, the Court upheld a Congressional enactment limiting its own ruling in the celebrated Jencks case in 1957. The new law, upheld by the Court, allows only restricted access by the defense to the records of pre-trial statements made by Government witnesses, whereas the 1957 ruling had ordered fuller disclosure of such statements.

While some of the rulings of the 1959 term may have the effect of pacifying some of the Court's critics, they may also have the reverse effect of encouraging the critics to believe that by continued attack they may pressure the Court into further modifications of its stand. It is regrettable that the single-minded persistence and vigor of the Court's critics has not been countered by any evidence of corresponding public support in its defense. There is thus need for continued alertness and firm opposition to further Congressional efforts to limit the Supreme Court's proper jurisdiction, nullify some of its recent rulings, and impair its independence.

II. Guide to Program Planning for 1959-60

In accordance with its purposes of promoting equal rights and opportunities and creating conditions that contribute to the vitality of Jewish living, the Jewish community relations field pursues certain constant objectives. Among these are:

- Freedom of religion from any interference or intrusion by government; maintenance of complete separation of church and state.

- Amicable relationships among ethnic, racial, national, religious and other groupings in the population; an atmosphere of mutual acceptance with respect for differences; cooperation in the advancement of the general welfare.

- Equality of opportunity, without regard to race, religion, ancestry, or origin, in employment, in education, in immigration, in housing, and in every other phase of our national life.

- Freedom of individual thought, opinion, expression and association; and the protection of these freedoms, through democratic means, against subversion and assault by all inimical forces.

- Public understanding in the United States of the role of Israel in the Middle East and of the stake of our nation in the establishment of a stable peace based on justice and equity between Israel and the Arab states.

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Since the adoption of the Joint Program Plan for Jewish Community Relations, 1958-59, much has happened that has to be taken into account in planning for program designed to advance the field toward the foregoing objectives during the ensuing period of 1959-60.

Following are some of the significant trends and developments during the past year that may affect the progress of the field favorably or adversely. (Numbers after some items refer to pages in this Plan where the development is dealt with in a broader context.)

A.

Trends and Developments of Broad General Significance

- Continuation of the Cold War, with intermittent emigration of Jews from Iron Courtain countries as aspects of constantly shifting crises

- Evidence of intensified suppression of Jewish culture and institutions in the Soviet Union

- Continued surge toward emancipation and political independence among peoples of Africa (5)

- New United States Congress, with an enlarged liberal contingent, but with power essentially retained by conservative Republican-Southern Democratic coalition (11)

- Continuing population shifts and neighborhood changes, affecting community interrelationships (7)

- Continued pockets of high unemployment, with disproportionate ratio of unemployment among non-whites, notwithstanding generally high prosperity (7)

- Growing shortages of educational facilities in relation to constantly increasing demand for education at secondary and post-secondary levels

- Rejection of demagogic anti-Semitic appeals, with continued low level of overt anti-Semitism (19)

B.

Trends and Developments Affecting Community Relations Aspects of Developments in the Middle East

- Growth in friendly relations between Israel and the United States (6)

- Evidence of disunity in Arab world, arising out of opposition to Nasser's imperialistic machinations (5)

- Resumption of illegal interference with passage through Suez Canal of Israeli cargoes (5-6)

- Extension of Israel's diplomatic, commercial and cultural relations with new Asian and African states (6)

- Continued Arab propaganda, with emerging emphasis on approaches to American Negroes (6)

C.

Trends and Developments Affecting Religious Liberty and Interreligious Relationships

- Extension of frank discussions among religious groups on issues in controversy among them (8-9)

- Increasing role of religious institutions as centers of social life in the suburbs (6)

- Continued cooperation among religious bodies for common social objectives (8)

- Continued controversy among religious groups regarding the role of religion in public education, but in an atmosphere less marked by hostility than in previous years (9)

- Intensification of pressure for compulsory Sunday observance, with some growth in support of exemption for Sabbath observers (9)

- Introduction – and some enactments – of state humane slaughtering legislation (10)

- Initiation by NCRAC and Synagogue Council of scientific study to ascertain most humane practicable method of handling animals preparatory to Shechita (10)

- Public projection of question of religion as a factor in elections for national office (10)

D.

Trends and Developments Affecting Equal Rights and Opportunity

- Adoption of a limited modification of the Senate filibuster rule (12)

- Growing apathy toward needed federal civil rights legislation (13)

- Enactment of first state laws prohibiting discrimination in private housing and extension of state laws against employment discrimination (13-14)

• Growing participation by church groups, real estate and business interests in furtherance of equality of housing opportunity (8)

• Continued intransigent denial of voting rights to Negroes in some southern states despite federal intervention (14)

• Decelerating rate of progress toward public school desegregation (15)

• Invalidation of Virginia's "massive resistance" laws and upholding of Alabama's pupil placement law (15)

• Increased public support in Southern communities for compliance with desegregation decision in preference to public school closings (15)

• Moves toward integration of public schools in northern metropolitan centers (16)

• Increase and spread of violence, including bombings and lynchings, growing out of official defiance of law (16)

• Continued acquiescence by the Executive Branch of our government in Arab discriminations against Americans on account of their religion (17)

• Congressional moves toward modification of national origins quota system and provision for refugee relief within the permanent immigration code (18)

E.

Trends and Developments Affecting Individual Freedoms

• Continuing segregationist suppression of dissenting views and opinions, but with emerging signs of resistance (19)

• U.S. Supreme Court decisions bearing upon freedom of association, loyalty oaths, legislative investigating committees and sedition (20-21)

• Continuing attacks on the Supreme Court in efforts to reverse some of its decisions and limit its independence and jurisdiction (19)

• Continued campaigns by private groups to prevent the sale, display or distribution of literature, movies, etc. that they deem objectionable on grounds of decency, morality or public interest (19)

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Events scheduled for the coming year that are of significance in planning include:

• Preliminary phases of the 1960 elections, including nominating campaigns, party conventions and the beginning of the election campaigns

• White House Conferences on Youth and on the Aged, with preparatory state and local conferences and with follow-up

• Decennial Census

• Report of Federal Civil Rights Commission

• United States Supreme Court ruling on constitutionality of injunctive provisions of Civil Rights Act of 1957

• World Refugee Year (18)

• Threatened termination of UNRWA (18)

III. Programs of Timeliness and Importance in 1959-60

In the light of the foregoing trends, developments and events, the following activities are deemed to merit emphasis in 1959-60. (See pages indicated for background.)

- ***Continuing interpretation of United States stake in the establishment of a just and stable peace in the Middle East and counteraction of Arab propaganda,*** through (Pages 5-7)

a. Informational and interpretive programs - utilizing especially relationships with religious bodies, veterans organizations and the Negro community - including

(1) Training of speakers and organization of speakers bureaus.

(2) Placement of appropriate literature and reading lists in university and public libraries.

(3) Cooperation with American Christian Palestine Committee.

b. Educational efforts to assure fulfillment by our government of its commitment to protect the right of unrestricted passage through the Suez Canal, and use of U.S. influence to that end in the United Nations.

c. Cooperation with the Campus Coordinating Committee in programs to counteract Arab propaganda.

d. Concerted approaches to Chambers of Commerce and other associations of businessmen, both nationally and locally, to enlist their cooperation in opposing Arab boycotts of American firms.

e. Development of effective cooperative relationships with Zionist Councils, nationally and locally, in pursuit of the foregoing programs.

- ***Furthering religious freedom and fostering of good interreligious relationships,*** through (Pages 8-11)

a. Continued encouragement of frank discussion of controversial issues among religious groups, including exploration of a possible "code of fair play" to govern public debate over such issues.

b. Increased efforts for exemption of Sabbath observers from application of Sunday closing laws, while continuing to interpret the Jewish position that such laws are intrusions by the state on religious freedom.

c. Continued efforts to preserve unimpaired the freedom to practice the method of slaughter prescribed by Jewish law; by means of

(1) Educational programs designed to increase public awareness of the Jewish commitment to humane treatment of animals and of Shechita as a humane method of slaughter.

(2) Support of the research study to ascertain the most humane practical methods of restraining animals preparatory to Shechita.

d. A national conference for the purpose of assessing experience in implementing Joint Advisory

Committee positions* on church-state matters, including impacts on

(1) Religious practices and observances in the public schools.

(2) Relationships among religious groups.

e. Efforts to bring about inclusion of "Religion and Public Education" as a subject of instruction in teacher-training institutions and as a topic on the agenda of conferences and meetings of teachers, school administrators, and other groups of educators.

f. Continued discussion looking toward formulation of policies on such issues as

(1) Use of public school facilities by religious bodies and of religious institutions for public school activities.

(2) Public school operations on Saturdays.

(3) Public school student social events (such as dances, shows) on the Jewish Sabbath.

(4) Excuse of pupil absences for attendance at religious observances or instruction.

(5) Public scholarships for attendance at church-related educational institutions.

● ***Furthering public understanding of civil rights problems and of current proposals to*** (Pages 11-14 and 16-17)

a. Give the Department of Justice the same authority to seek court injunctions against denials of any civil right that it now has in respect to denials of voting rights.

b. Require that voting records be retained for a period of three years and made available for examination by appropriate federal authorities investigating alleged denials of voting rights.

c. Provide technical and financial assistance to school districts seeking to comply with Supreme Court desegregation rulings.

d. Extend the life of the Commission on Civil Rights and enlarge its powers to include the right to initiate investigations in all areas of civil rights.

e. Give statutory recognition to the President's Committee on Government Contracts and clothe it with authority to issue enforceable orders.

f. Bring such acts of violence as dynamitings of houses, places of business, schools and religious or communal institutions under federal law and provide for intervention by the Federal Bureau of Investigation.

g. Give home rule to the District of Columbia

● ***Facilitating integration in the public schools in all parts of our country,*** through (Pages 15-16)

a. At the national level: continued cooperation with other groups committed to integration of public education through participation in the Consultative Conference on Desegregation, the Leadership Conference on Civil Rights, and other similar efforts.

*A compilation of the policies and positions on various church-state issues adopted jointly by the Synagogue Council of America and the NCRAC has been published by the Joint Advisory Committee under the title, *Safeguarding Religious Liberty*. Copies available on request.

b. In communities with compulsory school segregation:

(1) Encouragement of participation by individuals in representative citizens groups to preserve the public schools and to encourage acceptance of compliance with law.

(2) Interconsultation between the Jewish community relations bodies and other groups in the community concerned about orderly compliance, for common planning and continual exchange of information and experience.

(3) Interconsultation among Jewish communities facing comparable situations and problems.

b. In communities with *de facto* segregation in schools:

(1) Efforts to eliminate segregation in housing – including support of legislation prohibiting discrimination in private housing – as a major factor in preventing public school integration.

(2) Support of such measures as creative redistricting and integration of teaching staffs.

(3) Furtherance of intergroup education programs; and stimulation of instruction in intergroup education principles and techniques in teacher-training institutions and in in-service training programs for public school teachers and administrators.

- ***Protecting the integrity of United States Citizenship,*** through: (Page 17)

a. Continuing remonstrances to our government against its acquiescence in the imposition of religious discriminations against U.S. citizens by foreign states.

b. Sustained demands upon the President's Committee on Government Contracts, the President's Committee on Government Employment Policy, and state and municipal fair employment practices commissions to assure that recruitment of personnel for employment in foreign nations conforms to federal, state and local laws and regulations.

- ***Furthering public understanding of the need for liberalization of United States immigration policy and more effective refugee aid,*** through (Pages 17-18)

a. Basic revision of the McCarran-Walter Law, especially

(1) Replacement of the national origins quota system.

(2) Incorporation in the permanent immigration code of provisions for dealing with emergency refugee needs.

b. Cooperation with the United States Committee for Refugees in its efforts to focus public opinion on the world-wide refugee problem and to find effective means of coping with it.

c. Support of the U.S. proposal for an international program for rehabilitation and resettlement of Arab refugees in countries where they now are in lieu of the present UNRWA program of direct relief.

- ***Defending individual freedoms against incursions by government or private groups,*** through (Pages 19-21)

a. Cooperation with other like-minded groups in efforts to:

(1) Overcome segregationist pressures against free expression of views and opinions.

(2) Defend freedom of association against interference and arbitrary restraint by public or private forces.

(3) Eliminate the "legal oath" requirement for eligibility for educational or other benefits.

b. Stimulation of non-sectarian citizens committees to interpret the role of the Supreme Court in the operation of the American system and to defend its independence and jurisdiction.

c. Fostering discussion looking toward formulation of policy to guide Jewish communities and community relations agencies in differentiating between legitimate criticism and censorship by private pressure.

- ***Particular attention to community relations issues in the pre-election period,*** through (Page 10)

a. Stimulation of and participation in citizens organizations for fair campaign practices, as means of forestalling appeals to racial or religious prejudice.

b. Educational efforts to secure favorable stands by candidates and in party platforms on civil rights, civil liberties, the Middle East, immigration and other issues of Jewish community relations concern.

- ***Participation in the White House Conference on Youth and the preliminary state and local conferences,*** especially with a view toward assuring consideration of

a. Adequacy of educational facilities at both secondary and post-secondary levels.

b. Equality of access to educational facilities at all levels.

- ***Fostering greater involvement and participation by all sections of the Jewish community in pursuit of community relations objectives,*** through (Page 7)

a. Establishment of professionally staffed representative bodies for the conduct of local community relations programs, on an ongoing basis, in Jewish communities where such bodies do not now exist.

b. Intensified interpretation within Jewish communities of the stake of the Jewish community in the objectives of the community relations field, designed to increase understanding of positions taken by Jewish community relations bodies and support of and participation in programs undertaken in implementation of those positions.

c. Assessment of the community relations impact and potential of the work of other Jewish communal agencies, with a view toward maximal utilization of the total resources of the community for the furtherance of its community relations.

d. Adaptation of services to the needs of suburban Jewish communities including

(1) Extension of the services of local community relations councils to entire metropolitan areas, through affiliated neighborhood or area councils or other appropriate organization.

(2) Development of cooperative relationships among rabbis, congregations and community relations councils.

(3) Exploration of means whereby suburban communities may be afforded protections and services similar to those provided by municipal intergroup relations agencies.

STANDING COMMITTEES OF THE NCRAC

(at time of adoption of this Joint Program Plan)

Committee on Civil Liberties, Defamation and Violence
Chairman: Louis J. Cohen, Essex County, N.J.

Committee on Civil Rights
Chairman: Lewis H. Weinstein, Boston

Committee on Community Consultation
Chairman: Sidney Hollander, Baltimore

Committee on Immigration Matters
Chairman: Albert F. Arent, Washington, D.C.

Committee on Work with Educational Institutions
Chairman: Maurice B. Fagan, Philadelphia

Committee on Mass Media
Chairman: Irving Kane, Cleveland

Committee on Interreligious Activities*
Chairman: Rabbi Maurice N. Eisendrath, Union of American Hebrew Congregations

Committee on Labor, Veterans and Other Special Groups
Chairman: Charles Zimmerman, Jewish Labor Committee

Committee on Community Relations Aspects of Developments in the Middle East
Chairman: Julian Freeman, Indianapolis

Special Committee on Reassessment
Chairman: Bernard H. Trager, Bridgeport

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*The Joint Advisory Committee of the Synagogue Council of America and the NCRAC deals with questions of religion and the public schools and other church-state issues. NCRAC Co-Chairman of the Joint Advisory Committee is Mortimer Brenner of Brooklyn.

NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL

CONSTITUENT ORGANIZATIONS

National Agencies

American Jewish Congress
Jewish Labor Committee
Jewish War Veterans of the United States
Union of American Hebrew Congregations
Union of Orthodox Jewish Congregations of America
United Synagogue of America

Local, State, and County Agencies

Jewish Welfare Fund of Akron
Albany Jewish Community Council
Atlanta Jewish Community Council
Federation of Jewish Charities of Atlantic City, N.J.
Jewish Community Relations Council of Oakland
Baltimore Jewish Council
Jewish Community Council of Metropolitan Boston
Jewish Community Council, Bridgeport, Conn.
Brooklyn Jewish Community Council
Community Relations Committee of the Jewish Federation of Camden County, N.J.
Jewish Community Federation, Canton, Ohio
Cincinnati Jewish Community Relations Committee
Jewish Community Federation, Cleveland, Ohio
Connecticut Jewish Community Relations Council
Jewish Federation of Delaware
Jewish Community Council of Metropolitan Detroit
Eastern Union County, N.J., Jewish Community Council
Jewish Community Council of Easton and Vicinity
Jewish Community Council of Essex County, New Jersey
Jewish Community Council of Flint, Mich.
Jewish Federation of Fort Worth, Tex.
Community Relations Committee of the Hartford (Conn.) Jewish Federation
Indiana Jewish Community Relations Council
Indianapolis Jewish Community Relations Council
Jewish Community Council, Jacksonville, Florida
Community Relations Bureau of the Jewish Federation and Council of Greater Kansas City
Kingston, N.Y. Jewish Community Council
Community Relations Committee of the Los Angeles Jewish Community Council
Milwaukee Jewish Council
Jewish Community Relations Council of Minnesota
Nashville Jewish Community Council
Jewish Federation of New Britain, Conn.
New Haven Jewish Community Council
Norfolk Jewish Community Council
Jewish Community Council of Paterson, N.J.
Jewish Community Council of Peoria, Ill.
Jewish Community Council, Perth Amboy, N.J.
Jewish Community Relations Council of Greater Philadelphia
Jewish Community Relations Council, Pittsburgh
Richmond Jewish Community Council
Jewish Community Council, Rochester
Jewish Community Relations Council of St. Louis
Community Relations Council of San Diego
San Francisco Jewish Community Relations Council
Jewish Community Council, Schenectady, N.Y.
Jewish Community Council of Toledo
Jewish Community Council of Greater Washington (D.C.)
Jewish Community Relations Council of the Jewish Federation of Youngstown, Ohio

Memo

NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL

55 W. 42ND ST.
NEW YORK 36, N.Y.
LOngacre 4-3450

PR

Enclosed is a copy of the seventh successive Joint Program Plan for Jewish Community Relations. This one is projected for the Fall 1959-Summer 1960 period. It represents the consensus of the 54 constituent organizations of the NCRAC, comprising national Jewish organizations and Jewish community relations councils in cities throughout the United States. The programs outlined are intended to be pursued on a coordinated basis by all the constituent bodies, each according to its resources and with regard to its particular aims and its special problems.

Comments will be welcome. Mention in reading lists, publications or other media will be appreciated. Additional copies may be obtained without cost.

GEN-JN; via Frkln-9-18-59

National Community Relations Advisory Council

55 West 42nd Street, New York 36, N. Y. • *Telephone*: LOngacre 4-3450

"cooperation in the common cause"

Chairman: Lewis H. Weinstein, Boston

Vice Chairmen: Louis Feinmark, New Haven; Julian Freeman, Indianapolis; Marcus Ginsburg, Fort Worth; Aaron Goldman, Washington, D. C.; Isaac Pacht, Los Angeles

Treasurer: Joseph X. Yaffe, Philadelphia; Secretary: Echeal T. Feinstein, St. Louis; Executive Director: Isaiah M. Minkoff

Past Chairmen: Irving Kane, Cleveland; Bernard H. Trager, Bridgeport; David L. Ullman, Philadelphia

February 28, 1961

Mr. Harold C. Fleming
Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

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Dear Harold:

I am sorry that you and I did not get an opportunity to chat after the meeting, and that I failed to get an opportunity to personally thank you for the excellent wrap-up of the situation in the South. My own impression was that it was packed with a number of very provocative and basic conceptions. This is one reason why I tried to steer the discussion to these concepts which you asserted.

I might add that my very positive impressions were shared by the others at the Conference, and that this was particularly reflected in the sessions we held on Sunday. Any number of times on Sunday morning and Sunday afternoon individuals at the Conference referred back to statements that you had made the previous evening related to the subject at hand. In fact, toward the end of the session on Sunday afternoon, one of the participants noted how your comments of the previous evening tied together with the other threads that wove their way through the meeting on Sunday.

I do hope that in some future visit to Atlanta that I might get an opportunity to sit down and chat with you, and in turn, when you are in New York perhaps we can do so then.

Warmest regards.

Cordially,

Al Chernin

ALBERT D. CHERNIN
Community Consultant

ADC:hl

EXECUTIVE COMMITTEE: Paul Annes, American Jewish Congress; Jordan C. Band, Cleveland; Joseph F. Barr, Jewish War Veterans of the U.S.A.; Samuel L. Brennglass, Union of Orthodox Jewish Congregations of America; George Brussel, Jr., Union of American Hebrew Congregations; Ben Chernov, Milwaukee; Jules Cohen, Philadelphia; David M. Cook, Indianapolis; Rabbi Maurice N. Eisendrath, Union of American Hebrew Congregations; I. L. Feuer, Jewish War Veterans of the U.S.A.; Moses I. Feuerstein, Union of Orthodox Jewish Congregations of America; Lillian A. Friedberg, Pittsburgh; Rabbi Harry I. Halpern, United Synagogue of America; Norman Heine, Camden; Adolph Held, Jewish Labor Committee; Arnold Kaplan, Connecticut; Sidney Lawrence, Kansas City; Elmer Louis, Rochester; Louis Mirman, Norfolk; Shad Polier, American Jewish Congress; Charles Posner, Cincinnati; Earl Raab, San Francisco; Joseph Roos, Los Angeles; Louis Rosenzweig, Detroit; Samuel Rothstein, United Synagogue of America; Samuel L. Scheiner, Minnesota; William B. Schwartz, Jr., Atlanta; Robert E. Segal, Boston; Lou H. Silberman, Nashville; Jacob T. Zukerman, Jewish Labor Committee • *Ex Officio*: Sidney Z. Vincent, President, Association of Jewish Community Relations Workers.